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ABSTRACT

Dislocated workers are distinguished from chronically unemployed individuals in that the former have a stable work history and are generally unaware of the community's social services programs and how to use them. Dislocated workers frequently lack job search skills and do not see the transferability of their work skills. Often, they have heavy family and community responsibilities, may have become socially isolated, and may need retraining to become employable again. Although many of these workers may have high school diplomas, they may nevertheless be functionally illiterate. Thus, dislocated workers need the following services to help them return to the labor market: coordination of community services, outplacement service to workers at all levels, support groups, information and referral, education and training services, relocation assistance, and assistance or resource centers. The policy study is followed by an annotated bibliography of approximately 180 works dealing with the problems of dislocated workers and strategies for addressing them. Described in the bibliography are works on such topics as the characteristics of dislocated workers, the extent and causes of the dislocation problem, health and social stresses related to dislocation, social networks and unemployment, retraining and counseling needs, the role of community agencies and local agencies, and the role of the State and Federal governments. (MN)

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ED265386

WORKER DISLOCATION:
A Policy Study

and Selected References on Worker Dislocation and the Unemployment Process

An Annotated Bibliography

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Education and Work Program
Northwest Regional Educational Laboratory
300 S.W. Sixth Avenue
Portland, Oregon 97204

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The policy study and annotated bibliography were completed in April, 1985 by Marilyn Clark and Judith Nelson. The annotated bibliography was updated by Julie Rogers in August, 1985.

These separate documents have been combined to provide readers not only with problems of worker dislocation but also a broad base of selected information in this area.

The material herein is not to be published or quoted.

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THE POLICY STUDY

Introduction

"Help me end 1-1/2 years of unemployment. Hire a good hard worker today -- ME! I love overtime and weekend hours! Available immediately."

Thus read a hand-written sign held up recently for all passers-by in a major Northwest city. This poignant plea from an unemployed individual looking for work, not a hand-out, typifies the strong work ethic among the "new poor" unemployed, the dislocated worker. Neither the sign nor the ethic are unusual in the U.S. today. With an uneven economic recovery in progress, persistent high unemployment rates continue to plague many parts of the country. Plant closures and layoffs still share the front pages of papers and evening news broadcasts along with news releases about declining national unemployment rates. Younger, less experienced workers compete with older experienced workers for limited openings in jobs that pay moderate wages. Training programs tell of high placement rates while the numbers of discouraged workers increases.

The Northwest Regional Educational Laboratory (NWREL), with funding from the National Institute of Education, has been studying the problem of worker dislocation in the Northwest. The study effort involves three separate yet interrelated activities, including:

- Site interviews with agencies in six communities around the region
- Informal opinion/experience surveys of dislocated workers
- Review of the literature on worker dislocation and unemployment

This document, the policy study, and annotated bibliography integrates the information derived from NWREL's study activities to date. It reflects the knowledge, understandings and insights gleaned from ongoing inquiry and observation and draws implications for policy and practice from this growing body of information.

No classification of worker, occupation, or industry is immune to worker dislocation. White collar and blue collar workers alike can know the frightening and often personally devastating effects of involuntary unemployment. In an uncertain economic environment and technologically changing world, there are few safe havens for growing numbers of workers. Systematic research and development will contribute to a better understanding of the plight of the dislocated worker, to improving the quality, availability and effectiveness of services to them and to reducing the causes of such job dislocation.

In this milieu, the Education and Work Program of NWREL has sought to examine a thorny and complex problem that appears to be lingering in Northwest states somewhat longer than in the rest of the country. The study addressed six key questions used to organize the information presented in this report.

1. What is worker dislocation and what causes it?

2. What psycho/social problems do dislocated workers face?

3. Do some workers cope better than others with job dislocation? Why?

4. Do dislocated workers have special needs? What are these needs?

5. What can be done to meet these needs?

6. What exemplary programs for dislocated workers exist and what are their programmatic features?

7. What is the future of work in the United States?

8. Where should new dislocated worker research and development efforts be directed?

With each question, multiple answers and issue themes emerged. From these themes flow a number of policy implications. Our review of related literature supports these themes, but reveals many points of view about what direction policy should take and at what level responsibility for taking action lies. Because the NWREL study is to a great extent a regional depiction study, this document has a Northwest character in the way it deals with some issues that are clearly of national scope.

Section I: Key Questions

1. What is worker dislocation and what causes it?

When a large lumber mill shuts down or a huge tire manufacturing plant closes, never to open again, we know that more workers have joined the ranks of the unemployed. But it is not always clear whether those workers have become dislocated workers or not. It is clear, however, that while there is a definition of who the dislocated worker is, there is as yet no agreement or consensus on the scope of the dislocated worker problem. The numbers of dislocated workers are still in dispute.

For the purpose of the present paper and the worker retraining programs supported through the Jobs Training Partnership Act, the dislocated worker is defined as:

IDENTIFICATION OF DISLOCATED WORKERS

SEC. 302. (a) Each state is authorized to establish procedures to identify substantial groups of eligible individuals who (1) have been terminated or laid off or who have received a notice of termination or layoff from employment, are eligible for or have exhausted their entitlement to unemployment compensation, and are unlikely to return to their previous industry or occupation; (2) have been terminated, or who have received a notice of termination of employment, as a result of any permanent closure of a plant or facility; or (3) are long-term unemployed and have limited opportunities for employment or reemployment in the same or a similar occupation in the area in which such individuals reside, including any older individuals who may have substantial barriers to employment by reason of age.

Local and state-level interpretations of the definition influence the numbers of eligible individuals. Portions of this working definition would seem to be called into question by the assertions of some researchers that there are fewer truly dislocated workers (under 100,000 according to Marc Bendick, 1983) than the Department of Labor statistics would indicate. Some writers urge that a distinction be made between workers currently on layoff and those permanently separated from their jobs. Others suggest that the current job distinctions being made should be minimized--that the dislocated worker is not very different from the general unemployed population.

Northwestern practitioners who work with dislocated workers see many differences, however, between the unemployed population and the dislocated worker. Perhaps the most striking contrast can be seen between the chronically unemployed and the dislocated worker.

Dislocated workers:

- have a stable work history
- are unaware of the community's social services programs and how to use them
- do not know what benefits they may be eligible to receive
- lack job search skills
- do not see the transferability of their work skills
- have heavy family, financial and community responsibilities such as children in college, mortgages, etc.
- often suffer guilt feelings about being unemployed, although their situation is not of their own making
- may have become socially isolated
- may need retraining to become employable again
- are motivated to work
- lack self-confidence
- are most often middle-aged and older workers
- may have high school diplomas, yet be functionally illiterate

Chronically unemployed individuals:

- lack a stable work history
- are accustomed to being clients of social service and assistance programs and know how to get what they can out of the system
- may not possess basic employability/entry level skills
- are functionally illiterate or lack basic academic skills
- may have few family, financial or community responsibilities
- lack effective job search skills
- may require prevocational training before participation in job skill training
- often lack motivation to work

The basic cause of worker dislocation, according to many theorists and researchers, is a fundamental change that is taking place in the U.S. labor market. As the country moves to a service economy, they claim, this change is expected to continue to displace workers whose skills are

mismatched with the requirements of available jobs. The closures of most factories and mills are caused by declines in demand for products or a move to gain financial advantages for a company through lower wages and favorable tax structures in Sun Belt states, on offshore islands or in Third World countries. The strong dollar also reduces international demand for U.S. products.

Another cause of closures is changing technology. When facilities and equipment would require extensive updating and replacement, top management often opts to close down. At times, renovation itself causes dislocation because new or upgraded equipment requires fewer workers or workers with new or different skills. Tax structures appear to hold more incentives for the shut-down decision than they do for the renovation decision.

Other recurrent themes and concerns in understanding this problem are (1) a deterioration of the nation's balance of trade attributable to higher energy costs and lower competitiveness of U.S. products in the international marketplace; (2) a workforce that is growing in numbers as more women and youth compete for jobs; (3) potential policy conflicts between national-level economic objectives and regional economic objectives; (4) the corporations' quest for higher profit margins; (5) the provision of tax breaks and other disincentives to employers' commitment to a community and a local workforce.

Changes in consumer tastes account for a portion of U.S. manufacturing industries' problems. High-volume standardized manufacturing has been the backbone of the American economy. Yet consumer demand trends suggest a need for more flexible production systems that can custom-tailor fewer numbers of a wider variety of products. Such flexible production systems would be better able to respond quickly to new opportunities and new problems. Employees in flexible systems must have sophisticated skills in a number of aspects of the business. These skills are often best developed on the job and within a team structure that can be facilitated by cooperation between labor and management. The worker who is accustomed to doing one routine task on a production line is not well equipped to make a shift to new and varied production tasks without undergoing skills training.

Among the most basic economic issues surrounding the problem of worker dislocation is that of where real responsibility for the economic health of a community rests. In a country at once committed to a free-market economy and the general welfare of all citizens, some tensions between special and self-interests and those of the greater good will probably always exist. Thus it is not surprising that two basic perspectives on the U.S. unemployment problem have emerged. These perspectives are also apparent to some extent in the Northwest. One is the activist perspective that emphasizes that the trauma caused the worker by job loss requires special program efforts. For the activists, responsibility is shared by the local community, the state legislature and the federal government. Activists look to each level for a portion of services and financial support to come to the assistance of affected workers.

Activists believe that specific efforts to benefit dislocated workers also benefit the community in that they curb erosion of local tax bases and preserve income of the small businesses that usually suffer when a major employer shuts down. The second perspective is the free-market viewpoint. Free-marketeers think that people must learn how to deal with economic and workplace change, that self-help is the best way to deal with change, and that adjustment programs only postpone the inevitable. Often thought of as a "bootstrap" attitude, free-marketeers regard people as basically resilient and able to help themselves.

The Northwest tradition of rugged individualism and self-reliance works best when jobs are available. Lack of jobs, specifically jobs in the timber and timber products industry, agriculture and fishing is at the root of the region's economic malaise. As those jobs disappeared, they took with them the secondary jobs in goods and services that were supported by the primary industries. Pacific Northwest states now lag behind the rest of the nation in the "recovery" making it more difficult for Northwest workers to pull themselves "up by the bootstraps."

As the region turns to the task of economic recovery, job creation is being addressed through economic development strategies that include wooing high-tech firms and other non-polluting industries. While high technology is expected to create nearly 20 million new jobs across the nation during the 1980s, it is unclear what proportion of those jobs will be located in the Northwest. Further, one must question whether workers displaced from the well-paying timber-related industries will go to work in the low-tech, low-paying jobs created by electronics-related manufacturing. It is reasonable to expect that these jobs will be filled by women and other new entrants to the labor market rather than by dislocated workers. In fact, some writers predict a labor shortage in some low-skilled occupational categories as the general population grows older and fewer youth are available for entry-level positions. If this is true, companies may need to explore new ways of using what is known as the secondary labor market such as retirees, the handicapped, the disadvantaged and temporary or part time workers.

An obvious source of labor could be retrained dislocated workers. Our research finds this group to be unwilling to train for lower paying jobs, especially without guaranteed positions when training is completed. Even with retraining, the mature dislocated worker suffers the most with the consequences of layoffs and it is the mature experienced dislocated worker who, if not re-employed, will cause the greatest losses to society when they are jobless. These losses occur in lost taxes and purchasing power, as well as through increased costs of social services and financial assistance, coupled with increased costs for health and medical services. It is clear that blanket policies for worker dislocation probably are not workable and that flexibility to meet the uniqueness of each situation is required. What may be most workable is a policy framework that anticipates economic cycles and emerging skills demands. Such a policy would promote periodic upgrading of workers' transferable and work content skills through planned and cycled training.

2. What psycho/social problems do dislocated workers face?

Involuntary job loss confronts the worker with a sizable variety of problems that are interrelated and may be clustered in six general areas.

A. Emotional Problems

Depression is the most-often reported problem for the dislocated worker. Loss of a job is a terrible blow to self-esteem. Embarrassed, the worker may be reluctant to seek food stamps and unemployment insurance compensation and, at the same time, may be experiencing credit problems that add to the pressure and sense of helplessness.

At a time when the need for social support may be at its highest, the dislocated worker is denied one of the settings that provided the most support during better times--the workplace and co-workers. Social interaction becomes more limited as finances preclude participation in recreation, clubs, social and hobby groups. Even when some social support remains available, the dislocated worker may withdraw and refuse to discuss problems with others. Many affected workers report spending more time alone, sleeping, watching TV and worrying about the future.

Substance abuse also increases during periods of prolonged unemployment. Agency workers report that alcohol use, that may not be regarded as a problem when times are good, becomes an issue because money spent on it could be better used for basic needs such as housing, food and medical care. Alcohol becomes a point of contention in the family.

Many dislocated workers report that relationships with family, neighbors and others are disturbed. Spouse and child abuse is not infrequent during unemployment. The worker may lose his or her temper more easily. Friendships are dropped or restricted as the worker's sense of worth declines and the sense of failure and embarrassment increases. Feelings of "not being myself any more" are mirrored in the perceptions of family and friends that the worker's personality is changing--for the worse.

Other stress symptoms are reported as increased anxiety, fatigue, lower back pain and muscle tension. Health problems emerge such as insomnia, weight gain or loss, cardiac and respiratory problems, stomach problems, headaches and the like.

The emotional impact of job loss is compared by some writers to the grieving process. There are five stages:

1. Denial: "This isn't happening to me. I've given my life for this company."

2. Anger: "How dare they do this to me. After all I've done for this company." Or perhaps, "I'll show them--I don't need their crummy job."

3. Bargaining: "There's got to be another way. Maybe if I work harder or cut my hours back, the job can be saved."

4. Depression: "Everything I've worked for is lost; gone. This job was the most important thing to me."

5. Acceptance: "I guess what is, is and I can't change it. I'll go put in an application at _____ tomorrow."

These stages are sometimes linked with another model, the "burnout stages," which begin when the person has worked through the "grieving stages," has accepted the situation and begins the job search.

The burnout model applied to the job search might read like this:

1. Enthusiasm: "I'm going to get a job--maybe one that is better than my old one. I heard they're hiring down at the _____ plant. I'll call old Joe and he'll help me get on there. He owes me one, anyway."

2. Stagnation: "Well, I'll try to put in one application a day this week. No use pushing too hard. One of those places I've already applied to will probably come through soon."

3. Frustration: "I've tried and tried. They are hiring at three companies I've applied to. They owe it to me to give me a call--at least for an interview. I've done everything they say I should do to get a job."

4. Apathy: "What's the use. Nothing works. I really don't think there is a company that will hire me. I guess there's no point in trying. If something comes up, OK; if not, OK. I'll get by somehow."

All too often, the dislocated worker arriving at apathy joins the ranks of the discouraged workers--those who have given up the job search and whose benefits run out--who no longer are reflected in the labor market statistics.

B. Family Problems

Families experience increased stress and pressures when a member is unemployed for a long time. "Too much togetherness" results when reduced income forces the family to give up the usual extracurricular activities. The children's school performance often suffers when a parent is unemployed. Some are unable to understand the distinction between a layoff and for-cause termination. Children feel embarrassed that parents are unemployed and are reluctant to go to school for fear others will find out about the parent's unemployment.

Teenage boys have had the most difficulty in accepting their fathers' unemployment. Some authors speculate that the unemployment situation forces the adolescent boy to face his father's human weaknesses at a time when the boy is emotionally ill-equipped to deal with it. Arguments and acting out are frequent behaviors and increase the feelings of stress of the father.

Another stressful impact of unemployment on families is role-reversals. When the spouse who has been the primary bread-winner is unable to become reemployed, the other spouse often reenters the labor force. The result can be a shift or reversal in traditional roles that puts an added strain on the family. What had been only minor marital discord can become exaggerated and lead to separation and divorce at a time when the partners are least able to cope and for reasons that might be removed or ameliorated by reemployment. The lack of funds to pay for counseling means that the most basic resource for adjustments or resolving the conflicts may not be available to the dislocated worker and her/his spouse.

C. Financial Problems

The economic losses suffered by some dislocated workers are never made up during their working lives, even after reemployment. The financial problem has several dimensions that are often overlooked:

1. The economic effects on families result in reducing food bills; going without medical and dental care; suicide; eliminating accident, health and life insurance coverage; delaying major purchases; giving up or selling cars and recreational vehicles; cutting out entertainment; making do with existing clothing and delaying maintenance and repairs. The hidden dimensions here are the increased costs that result from untreated medical and dental problems; increased price tags for durable goods that eventually must be replaced; lost equity in autos and other vehicles; higher price tags on once minor repairs that evolve into major repairs and the like.

2. Dislocated workers, more than any other subgroup of the unemployed, are likely to have home mortgage obligations. For most, making the monthly payment is the top priority and as long as unemployment benefits are in place, the mortgage payment gets made first. Many dislocated workers live in fear of losing their homes and believe that banks and other mortgage holders are too inflexible to permit the negotiation of payment options that would forestall foreclosure. Sadly, this is true in all-too-many cases. But in some Northwest communities, bankers are concerned and mortgage counseling services are available. By assisting the unemployed with an analysis of their financial position, a plan for a temporarily-reduced payment schedule can be drawn up and proposed to the mortgage holder. This has been particularly successful in the Willamette Valley of Oregon.

3. Asset management and financial planning can also be a problem for dislocated workers. There is a tendency to sell off assets such as household equipment very early in the unemployment phase in an attempt to maintain the pre-layoff standard of living. When and how this divestiture is handled can be important to the family's financial health and ability to weather the unemployment period. Making and staying with a financial plan for this period helps the worker have greater control over both income and expenses.

4. The investment in job search activities is a financial burden for the dislocated worker, but it is one that he or she must accept. Funds for clothing, transportation, resume preparation and the like are hard to reserve for those purposes when rent or mortgage payments are due as well. In testimony before a 1980 Senate Committee on Labor and Human Resources, an AFL-CIO representative made a plea for employers to aid the dislocated worker by underwriting a portion of the job search expense. Such support is still lacking for many dislocated workers, despite the JTPA funding targeted to this group and job search support clauses in union-negotiated contracts. Part of the problem is due to the fact that, in the Northwest in particular, many lay-offs are occurring in businesses and industries that are small, that have not been unionized and that do not tend to provide workers with generous separation pay such as that paid to workers in large industries in the Northeast and Midwest.

   Net wage losses are incurred by the majority of dislocated workers who do secure new employment. The average wage upon reemployment is about 66% of the pre-layoff wage level. When coupled with similar losses in benefits and pension plan levels, the economic impact worsens.

D. Physical Health Problems

The stress of job dislocation can result in an increase of physical health problems. Most researchers agree that stress from fearing unemployment and the fact of unemployment itself can mean an increase in risk factors such as high cholesterol levels and hypertension. The research of M. Harvey Brenner (1977) suggests an association between economic changes and changes in the country's measures of social pathology. For every one percent increase in the national unemployment rate, the following increases occur:

- 36,887 deaths
- 20,240 cardiovascular failures
- 495 deaths from cirrhosis of the liver associated with alcoholism
- 920 suicides
- 648 additional homicides
- 4,227 additional admissions to mental hospitals
- 3,340 additional admissions to state prisons

While no similar estimates exist for the Northwest, programs and agencies working with dislocated workers report observing the following among their clients:

- lack of exercise
- muscle tone loss
- cardiac and respiratory stress symptoms
- psychosomatic complaints
- increases in medical expenses due to more doctor/hospital visits

Self-reports from dislocated workers in the Northwest suggest that stress-related physical problems increase at certain points during the layoff and unemployment cycle. For example, upon hearing about an impending layoff, the stress peaks. At four to six months after the layoff, stress again peaks. The symptoms reported included frequent headaches, shakiness, dizziness and irritability. For many dislocated workers, these health problems interfere with the job search. It is unclear whether these problems persist after reemployment. Further study of a longitudinal nature would be a significant contribution to our understanding of dislocated workers and to structuring appropriate services to meet their needs.

E. Job Skill Obsolescence

Workers dislocated from declining industries often experience difficulty in finding new employment that uses the job skills they developed in their previous positions. Further, the worker may not realize that he or she probably possesses some transferable job skills that could help in getting a new job.

Retraining for a new occupation may be an answer for many individuals, but it is clearly not a panacea. After many years of being away from school, dislocated workers often believe that they are now too old or lack the basic skills to return to school successfully.

The experiences of the six demonstration projects for retraining dislocated workers funded by the Department of Labor suggest that the retraining option may be most viable and effective with workers under age 40-45. Sadly, as Bluestone and others point out, some older dislocated workers may never regain full employment because of their unwillingness or inability to successfully retrain.

Skills upgrading does make a difference in the marketability of many of the dislocated. Critical to the success of any upgrading or retraining effort, however, is the extent to which real job openings exist that require the new and improved job skills. JTPA is tackling this issue, but the responsibility must be shared by the balance of the education, employment and training community. On-the-job training of flexible duration may be a more effective strategy for many workers.

F. Basic Academic Skills

Although the dislocated worker tends to be better educated than the majority of the general unemployed population, some service providers are finding functional illiteracy among about 20 percent of dislocated workers. Unable to read and write well enough to understand help wanted ads, to complete job application forms or to do the reading, writing or math that the job demands, these workers are at a double disadvantage. Usually, those individuals are embarrassed by their academic skill deficiencies but are expected to perform tasks that demand stronger basic skills competencies than they have ever used in their adult lives. In situations where spouses have been the readers or scribes, the worker confronts the problems alone and to great disadvantage.

These same skills deficiencies block the effectiveness of some retraining efforts as well. Without basic skills sufficient to the task of reading instructions and other day-to-day tasks, the dislocated workers will find skill retraining and upgrading difficult at best. Clearly, retraining and upgrading efforts should include basic academic skills/developmental education activities for those who need them.

3. Do some workers cope better than others? Why?

As with any group, coping skills vary widely among dislocated workers. There is agreement among most researchers and practitioners, however, that those who seem to cope best with their dislocation have families nearby, have developed fairly strong

support networks and know how to use their support systems well to their own advantage. Younger individuals often move in with family members to save money.

In the Northwest, some dislocated workers felt that their family ties had grown closer with the unemployment crises. Religious faith was also a helpful factor among those who felt they were coping well. Indeed, churches often provide both material and emotional suppport to their unemployed members.

Willingness to seek help is also a part of why some appear better able to cope with job loss. Women particularly found personal counseling helpful during the layoff.

Getting financial help such as unemployment insurance benefits and food stamps would also seem to be an important factor in improving the dislocated worker's ability to cope with the job loss. These benefits can slow the drain on the worker's personal financial resources, although only to a limited extent, and help alleviate the vicious circle of financial problems leading to frustration and then to mental health problems.

Researcher Nancy Schlossberg and colleagues have postulated that how an individual has weathered previous transitions is a good predictor of how they will deal with job loss and unemployment. Tools such as the Model for Analyzing Human Adaptations to Transition, developed by Schlossberg can help individuals identify their strengths in times of crises and the weaknesses that call for interventions and would appear to have great value for use in adjustment services targeted to dislocated workers.

Staying involved and active in the community seems to strengthen the coping abilities of laid-off workers, but a minority felt they could volunteer at a time when they were without income.

Dislocated Northwesterners who were doing part-time work reported a greater sense of well-being and control over their lives than did those who were not working. This holds true even when the parttime job is outside what the worker considers his or her career occupation. Obviously, the additional income helps and must factor into the workers' feeling of being in control financially. But those who were volunteering to do unpaid community service or church work also report a more positive outlook on the future. This suggests that the deprivation of social contacts that provide both an outlet and feedback to the worker contributes to a decline in the individual's ability to cope with lengthy periods of unemployment and that staying involved in a productive activity, whether paid or not, has an ameliorating effect on the mental health and coping ability of dislocated workers.

4. What are the special needs of dislocated workers?

Whether dislocated workers' needs differ from those of other unemployed individuals in some significant ways is still a matter of dispute in the minds of some researchers. Practitioners, in contrast, have found some important differences that should be addressed. The evidence does strongly suggest that dislocated workers suffer greater deleterious effects than do other unemployed individuals. For example, this group experiences a suicide rate thirty times the national average (Felston, 1981). Job loss also causes its victims disbelief in the loss, grief, lowered self-esteem and a general reduction in self-confidence of the individual in his or her abilities to cope or become reemployed. Readily apparent needs among dislocated workers are local labor market information; income assistance; counseling services including support groups; skills and aptitudes assessments; job search skill training; skills upgrading or retraining programs; and mortgage and general financial advising. In addition, funds to support job search activities are often needed.

One of the more difficult issues of worker dislocation is relocation. In general, the dislocated worker is the least mobile among the unemployed. A preponderance of the eliminated jobs are in communities that were sustained by a few large employers, in relative terms. The dislocated worker is likely to own a home that would not sell given the town's depressed economy. Family ties and obligations are also barriers to relocation. The lack of assurances that relocation would result in a "sure thing"--a secure job--forecloses this option in the minds of most dislocated workers. For those individuals who possess skills that are in demand in other regions, relocation counseling and assistance may be appropriate services. In fact, some Northwest workers have left their families at home while they work, sending funds back home to support the household.

Basic academic skills are often needed to improve workers' ability to be successful in job search or in retraining programs. Opportunities for brushing up on basic educational skills, sensitively offered in appropriate settings, can help the dislocated worker over one of the biggest hurdles on the path to reemployment. For some, basic skills may include the new basic computer literacy as well as the old basics: reading, writing and math.

Stress management and confidence-building are additional needs observed among dislocated workers by practitioners. A part of stress management is the understanding of the emotional dynamics of the unemployment cycle. Knowing what to expect and that most all dislocated workers experience similar anxieties and emotional ups and down probably helps reduce both stress and the feelings of isolation so often reported by this population.

5. What can be done to meet these needs?

Meeting the needs of dislocated workers calls for the provision of a wider variety of services than is generally available in most communities. The adequate delivery of these services to workers probably will require greater coordination and cooperation among employers, governments, unions, private and public helping agencies, and the education and employment and training sectors than currently exists in many parts of the country.

The following represents a blend of the strategies and services suggested by the needs and by exemplary practice. Many of the activities noted here are being done in Northwest communities. It must be noted, however, that few communities have yet been able to develop thorough and comprehensive programming targeted to dislocated workers.

- Advance Notice: Few closures or reductions in force occur without management having substantial warning of the need for them. The problem is often corporate reluctance to make public any information that suggests the company is in less-than-healthy condition or that a decision to close down or lay off has been made. However, from the point of view of the affected workers and the community resources that need to be mobilized to help them, early warning is essential. Rather than creating problems for the employer, studies note that early notification often results in increased productivity. For the workers and the community, early notification provides the time necessary to develop an organized response to the situation that makes a big difference in the quality of workers' lives during the lay-off, unemployment and job search periods. Employers, too, benefit from pre-layoff programs designed to help affected workers become reemployed. Reductions in the amount paid for unemployment insurance compensation have averaged at least 12 percent when such programs have been provided.

- Outplacement Services: Outplacement services have been considered appropriate primarily for released executives and white collar workers. However, there is a growing recognition that blue collar and service workers and their employers can benefit greatly from outplacement activities. These services can be provided in short term, intensive workshops while the workers are still employed. Topics and activities appropriate for the workshop include:

    - Truthful explanation of why the RIF is necessary
    - Dealing with anger and frustration
    - Overview of the unemployment/job search experience
    - Strategies for dealing with personal and family stress
    - Analysis of individuals' financial positions, counseling regarding options, and assistance in negotiating with creditors

- Assessment of occupational interests and career/life values
- Identification of personal accomplishments, both on and off the job
- Assessment of skills and aptitudes (both work content skills and transferable skills should be assessed)
- Resume preparation/work history preparation with cover letters
- Interviewing--for information, for jobs and on the telephone
- Local and regional labor market information including the hidden job market
- Letters of recommendation from the employer
- Networking--making new contacts and using them as sources of potential job leads
- Resources for job search activities--the Employment Service; contacts of the terminating employer in the same or similar industries; Contacts Influential; yellow pages; etc.
- Information about skills upgrading, retraining and relocation opportunities
- Job search skills
- Information about ongoing support services such as referrals to openings, phones (with long distance availability) financial aid; legal aid; groups; union-sponsored programs (Human Resource Development Institute, etc.)
- Job development--job opening identification and the matching of the dislocated workers' skills with specific openings
- Other locally appropriate assistance and information

- Support Groups: A major problem for many dislocated workers is social isolation. This isolation from usual sources of social support can be devastating. When the worker feels isolated and at the same time must conduct a job search, the impact on self-esteem and mental health can be brutal. Researchers, practitioners and dislocated workers themselves agree that the mutual support drawn from a group of individuals facing similar circumstances can be a powerful and positive factor in becoming successfully reemployed.

  Groups may be sponsored by the terminating employer, by local community mental health centers, by unions or by other community-based organizations. No matter what sponsorship the group has, the focus should be on emotional support during the entire period of unemployment, if at all possible. Often groups emerge naturally as a result of sharing participation in workshops such as those described earlier. The groups should be facilitated by a well-experienced individual with knowledge of career development and job search counseling and labor market information sources.

- Information and Referral: Lack of information about jobs and community services and benefits available to the unemployed is often cited by dislocated workers as a major problem. Information and referral (I&R) services can help. Many communities have I&Rs that focus on social services and emergency services, such as food and fuel assistance. The employment information component could be added with minimal extra funding or perhaps by special arrangement with the state employment service. Most important, of course, is getting out the word about the availability of the I&R service.

- Coordination of Community Responses: Most communities already have services in place that can help meet dislocated workers' needs. The problem, as cited earlier, is that dislocated workers are not accustomed to using such services and therefore do not have specific information about how to use them. Preparation for major layoffs should include efforts to identify existing social and emergency services and to bring them together in ways or in settings that will make them more visible and more accessible to dislocated workers in need. Ideally, representatives of the various services should be brought together at a central location where dislocated workers will find it most convenient to meet them.

  Planning meetings among service providers should precede their meetings with the workers, however. Services will be more effective when providers know about and understand some of the ways in which their new potential clients differ from those they have traditionally served. The planning may involve the development of a special, centralized intake service and a referral system that minimizes the number of contacts the dislocated worker himself or herself must make. This is, in fact, advisable since this group can become easily discouraged and thus not receive help to which they are entitled. In Northwest closures where workers are represented by unions, labor leaders often serve as a catalyst to bring agencies together for the purpose of service coordination.

- Education and Training Services. As discussed earlier in this document, the educational needs of dislocated workers may vary widely across the group. This may also vary according to industry and geographic area. In some "rust bowl" industries, high numbers of dislocated workers have shown basic skills deficiencies that, if not corrected, will be impediments to their successful reemployment. Assessment of basic skills should lead to appropriate tutoring and other developmental education activities for those who need them and are willing to participate. Other education and training services include:

a. Skills Upgrading. This is an important component of any education/training activity. Most dislocated workers have job-specific skills that may not transfer easily to new companies. However, the dislocated worker is apt to overlook his or her transferable or unused skills that could be helpful in securing new employment. With skills brushup or upgrading the dislocated worker becomes a more competitive candidate for reemployment. Again, on-the-job training may be the easiest method for dislocated workers.

b. Community colleges, vocational/technical schools or community education courses can be the vehicles for providing short-term skills-focused workshops for sharpening unused and/or transferable skills. Recognition and refining of these skills can help boost the dislocated worker's self-confidence as well. It is, however, particularly important for an employment-oriented skills identification and upgrading program to base their efforts on sound labor market information so as not to subject the dislocated worker to further distress.

c. Retraining is not the total answer to the dislocated worker problem. But for many, the change to a new occupation can be productive. Several considerations should precede the placement in retraining of the dislocated worker. First, and perhaps most important, is the long-term employment outlook in the occupational field for which training will be provided. The more demand there is for workers in the field, the greater the likelihood that the retraining will have long-term payoff for the worker and the community. Second is the match between the worker's previous occupation, his or her current interests and work values, and the skills and work values of the new occupational field. The closer the match, the greater the possibility of job placement, satisfaction and job retention after training is completed. A third issue is the length of time required for completion of the training. Most dislocated workers have limited financial resources and must become reemployed before benefits and savings are exhausted in order to avoid financial disaster. Unstipended training programs should take care to provide solid entry-level job skills in the shortest possible time so that workers start earning as soon as it is feasible. This suggests that some provision be made for continuing on-the-job or inservice training after completion of entry level training and hiring.

o Relocation Assistance: Moving to another labor market with better job opportunities can be a viable alternative, particularly for younger and single dislocated workers. Assistance should include access to long distance phone services, Contacts Influential and telephone directories from other areas, typewriters for preparing resumes and letters of application and any personal referrals that the terminating employer and staff can make that would have value in the

workers' job search. For instate, but out-of-region areas, contact with the state employment service should be made, perhaps with information-sharing visits from employment service staff. Another potential relocation information resource is the computerized career information systems that exist in some states. Statewide occupational information coordinating committees are another information resource. Unions also provide job information and should be an integral part of relocation assistance whenever appropriate. Some dislocated workers need financial assistance to travel to interviews. Additional aid may be required to relocate household belongings as well. Short-term, interest-free loans can provide the latter.

Relocation may not be permanent for some workers, even though it appears to be when it is first considered. Recognizing that a temporary relocation may buy time and that the local labor market could recover to some extent has helped some dislocated workers in planning their futures.

Section II:. Policy Implications

This paper has presented thus far a review and synthesis of a literature review, on-site interviews with social service providers, educators, officials of local and state governments in the six states of the NWREL service area, and informal discussions and surveys of dislocated workers themselves. The second section will ask the reader to take a mental step back from this picture of Northwesterners--workers and service providers alike--pressed by the hard times of the recent recession. From this vantage point, it is easier to see that there are many facets to the problem of worker dislocation and that most of these are tied to one or more policy issues, and that the policy issues are both interdependent and interrelated and, for the most part, national in scope. Economic concerns such as trade policy--monetary, industrial and agricultural policies--are intertwined with human capital policy issues such as employment and training, labor law, education and compensation. A broadly inclusive and thorough analysis, while it would be useful, was not within the scope of the current NWREL effort. Instead, we have chosen to focus on three of those policy-related issues that emerged as particular concerns to the NWREL region discussed in the first section of this report. These include:

1. Payment of unemployment insurance benefits during the dislocated worker's participation in skill upgrading and/or occupational retraining.

2. Advance notice to workers and state and local governments of impending layoffs and/or shutdowns.

3. Special services appropriate to the needs of dislocated workers.

Issue 1: Payment of unemployment insurance benefits during the dislocated worker's participation in skill upgrading and/or occupational retraining.

When unemployment insurance (UI) compensation became a part of the U.S. social and economic systems, it was hailed by unions and government as a victory and regarded by others as an anti-business boondoggle inappropriate to a free enterprise-oriented society. Today there continue to be polarized viewpoints, but with a new twist: dislocated workers, whose obsolete skills, age and prolonged unemployment make them emotionally and economically at risk, may view UI as an inadequate welfare on which they are forced to depend while politicians and government administrators fear UI is an incentive to prolonged unemployment and seek ways to control and limit its expenditures. There is little doubt that changes in the UI program are needed but how to change and what to change are topics of an ongoing debate.

A growing body of evidence suggests that unemployment compensation is no longer a protection against financial hardship for the unemployed individual, particularly dislocated workers. Moreover, its small size and the stereotyping that labels dislocated workers as failures because they are unemployed undermine their self-esteem, and negatively impacts the workers' ability to find new employment.

The UI program was designed to help workers during short-term employment maintain an income while looking for a new job. In times when layoffs were more temporary, this often prevented or mediated the economic dislocation that unemployment caused. But in the face of permanent plant closures and long-term worker dislocation coupled with economic downturn, the UI system falls short of preventing economic dislocation for many. In many states, narrow interpretation of UI regulations, concerning availability for work, prohibits unemployed individuals from drawing benefits while retraining for new occupations. Exceptions are made in some states when the training is a JTPA-sponsored activity. However, a substantial proportion of the dislocated worker population does not participate in JTPA-related retraining projects. Estimates of the numbers of unemployed who do not seek retraining due to the potential denial of UI benefits do not appear in the literature reviewed for the NWREL study. This is an issue that would benefit from additional research. The federal Trade Adjustment Assistance Program was an attempt at income maintenance for workers in some industries whose jobs had ended because of increased foreign imports. Its designers hoped it would assist workers in relocating to other communities to find work or to train for other occupations. Two factors may account in part for its limited success. First, it applied to a very small percentage of dislocated workers. Second, the availability of relocation funds did not outweigh the reasons most dislocated workers give for not moving to find new work.

In the Northwest, few industries have qualified for Trade Adjustment Assistance. Severance pay has been provided for workers affected by some closures and layoffs and union benefits are available to some layoff victims. But by far the majority of those who are dislocated from their jobs have no financial support other than personal savings and their unemployment insurance benefits. For those for whom retraining or skill upgrading represents the only route to successful reemployment, lack of income during the training period is a nearly insurmountable barrier to future economic stability.

Industry itself has been a major source of training and skill upgrading. Some economists think that well-developed employer-sponsored training programs have the potential to help prevent some worker displacement. However, participation data for employer-sponsored training suggest that the 25 to 44-year age group is overrepresented as are professional, technical and managerial workers. While we know that this age group and these occupations are not immune to job dislocation, they are certainly at less risk of dislocation than those in the 45 to 65-year age group and those in industrial operative occupations. The workers in these higher risk categories are also less likely to independently seek retraining in the community colleges or vocational/technical schools, although these institutions have the potential to be of great assistance to them. Once displaced from their jobs, the older workers can constitute a greater drain on public resources such as Medicaid and other health services previously covered by employer-paid insurance than other dislocated workers. In part, this is due to the age discrimination they encounter in the labor market that keeps them unemployed or underemployed.

Another potential influence on the number of layoffs is the employer experience rating that is used to finance unemployment insurance benefits for covered workers in most states. A recent review of three studies published in the Monthly Labor Review (November 1984) strongly suggests that some employers use layoffs as a form of business subsidy. The implication is that layoffs may occur to intentionally draw upon the employers' tax benefits for employees that in effect become a labor pool held in abeyance until the employer decides whether to recall them. Should this be the case, the UI system itself is helping to create the problem of involuntary unemployment.

The questions the nation faces, then, are "Is training for the older dislocated worker a sound investment?" and "How does the unemployment insurance benefit program relate to this worker group and its training needs?"

The response to worker dislocation represented by JTPA Title III is an important step in the right direction. Whether retraining and skill upgrading are the answers to putting older dislocated workers back to work is arguable, unless and until one considers the total potential social costs of not retraining these workers. The secondary costs of social services, mental health services and physical health care must be added to the costs of whatever direct income maintenance is provided to such workers. Additionally, there are social costs and consequences related to the stress and strain inflicted upon families of the

dislocated workers. When the totality of the direct and indirect costs of involuntary unemployment is taken into account, policy modifications that would stimulate periodic skill upgrading and retraining to reduce worker dislocation seem to be the most sensible way to proceed.

The question of the use of unemployment insurance benefits to support employers' objectives is an urgent research need. What is the relationship between such employer-benefitting practices and any increased costs to the society in provision of services to those workers dislocated by the practice? The potential disincentives to worker retraining posed by the maintenance of an unemployment insurance-dependent, available-for-work labor pool of lay off victims has not received enough attention.

Proposals for the establishment of training accounts funded by employer and employee contributions upon which dislocated workers could draw for retraining should receive more study. While such a scheme might force both workers and employers to anticipate the need for skills upgrading and retraining, it might have a negative impact on the funding base for unemployment insurance trust funds. However, the growing interest in how UI benefits can complement retraining efforts and therefore contribute to reemployment is a sign of hope and should generate much-needed further study aimed at policy revision making UI less of an income maintenance program and more of a reemployment stimulation program. Time limits--now 26 weeks--on UI payments to dislocated workers who require retraining, if they are ever to be fully reemployed, must be lengthened. Current experience suggests that few of the older dislocated workers can be retrained for full employment within existing time constraints of JTPA and UI programs.

Issue 2. Advance notice to workers and state and local governments of impending layoffs and/or shutdowns.

Workforce reductions have become common occurrences in America. But the fact that layoffs and closures are frequent events has not yet meant the development of adequate strategies for dealing with the personal, social and economic impacts of involuntary unemployment on workers and their families and communities. Among the yet-to-be-resolved issues is that of advance notice or warning from the employer to the affected workers and communities.

There are three perspectives on the problem that have obvious potential for serious conflict:

- Workers and unions
- Employer
- States and localities

Fortunately, there are also signs of joint planning and service delivery that offer some hope of ameliorating the pain and the negative outcomes that usually result from layoffs and plant closures.

Workers' needs to make advance personal, financial plans to tide themselves and their families over the period of unemployment can appear to be at odds with employers' needs to preserve company image and protect the competitive edge. Proposed legislation that would address corporate responsibility toward workers and communities has yet to be enacted at the federal level. Similar efforts in nineteen state legislatures--such as Oregon--reflect a growth in the numbers of local efforts to stop sudden plant closings, but only Maine and Wisconsin have succeeded in adopting modest laws (Bluestone, 1982). Most of these efforts include proposed provisions for prenotification as a means of gaining time for workers and communities to plan for readjustment, severance pay, transfer rights, benefits continuation and economic redevelopment and worker buy-out planning. One of the most serious impediments to the passage of plant closing legislation is the business communities' contention that firms will not locate in states that have such legislation on the books. At issue is whether government should be telling industry what to do.

The extent to which such legislation could help solve the plant closing problem is also uncertain. Research that could provide guidance to the formulation of legislation is lacking, according to Gordus, Jarley and Ferman (1981). They point out that research, policy, and programming for plant closures are so interwoven that serious methodological problems exist and block our understanding of the extent and nature of plant closing related issues. Despite this lack of research-based information, unions, communities and organizations such as the National Alliance of Business are taking actions that focus on the dislocated workers themselves. The programs spring from the recognition of the perils facing most dislocated workers if they are left to their own resources to deal with their unemployment.

It appears that the problem of legislating advance notice of plant closure would be most effectively addressed as a part of a comprehensive employment and training policy at the national level, although such a policy is not likely to appear soon. State and local policies and/or legislation would flow from the national priorities and could then reflect local and regional needs and priorities. But any effort to develop policy and related legislation should be preceded by research and open dialogue in the following areas:

1. What are the long-term effects of plant closings on individual workers?

2. What alternatives to plant closing, if any, are most economically, technologically and socially feasible?

3. What uses of economic, technological and labor forecast information can help business decision-makers avert plant closures?

4. Is there a role for employers in maintaining employability skills among workers?

5. What planning coordination mechanisms or strategies could be used to minimize the numbers of layoffs?

6. What are the effects of different lengths of advance notice for employees; for the local community?

7. Should employers' responsibilities toward the local community become part of a contractual obligation that defines the terms of plant sitings?

The issues are numerous, but the research community should bend to the task of seeking answers that could be a positive influence on the economic health of communities and the personal health of workers.

3. Special services appropriate to the needs of dislocated workers.

The Jobs Training Partnership Act, (JTPA) Title III, has provided a source of funding to underwrite services to dislocated workers. Although the existence of Title III recognizes dislocated workers as a target group, there continue to be large numbers of workers unserved by the program due to limited funding and restrictive eligibility requirements. The fact that most of the dislocated workers have been solidly a part of the Great American Dream and the tax-paying public makes them vulnerable to a deep bitterness when the system they have supported is unable to do much to help them.

Local private industry councils (PICs) and state job councils should be encouraged to avoid adding overly restrictive local eligibility requirements to the basic federal definitions of the dislocated worker. Moreover, JTPA Title III funds should, whenever possible, be used to leverage additional dollars and services. State job councils should assume the task of examining state policies and regulations for unemployment insurance benefits, vocational unemployment insurance benefits, sources of student financial aid, income maintenance programs, welfare and like programs to assure that these do not conflict but work together to benefit victims of job displacement.

Because worker dislocation continues to be a problem and dislocated workers' needs are immediate, both applied and longitudinal research efforts should be undertaken to document both the special programming needs of dislocated workers and to study the effectiveness of various interventions. Studies should strive to assure both sound methodologies and comprehensiveness. In so far as possible, equal emphasis should be placed on service delivery, strategy testing and data gathering. Coordination of resources should involve unions, governmental units, community colleges, public and proprietary vocational-technical schools, social and emergency service providers, community mental health agencies, health care providers, lenders, utilities, clergy, the employment and training community and employers.

Special research attention should be given to the older worker (over 45) who has been displaced from a job. This age group is viewed by the National Institutes of Mental Health (NIMH) and other research organizations as being at greater risk of suffering severe longterm emotional, physical and financial problems than are younger dislocated workers.

Emerging research by the National Center for Research in Vocational Education suggests that the problems dislocated workers face do not end with retraining and/or their reemployment. Adapting to new work environments, changes in lifestyle and income and lowered self-esteem may require that more on-going structured support services be available to formerly dislocated who have secured other employment. More research is needed to better understand the dynamics of reemployment and retraining.

Those who are unable to find new jobs are at risk of living in nearly constant economic insecurity. Very little is known about the emotional, health and social consequences of economic insecurity. Research in this area seems long overdue.

While the research agenda outlined above is undertaken, services to dislocated workers should follow the best of known current practice including.

- Coordination of community resources
- Advance notice
- Outplacement services to workers at all levels (see listing earlier section)
- Support Groups
- Information and referral
- Education and training services
- Relocation Assistance
- Assistance or Resource Centers

How to use the Annotated Bibliography

HOW TO USE THIS BIBLIOGRAPHY

The annotated bibliography is arranged alphabetically, NOT according to specific topics or interest areas.

In Order To Locate Special Areas Of Interest, Please:

1) Turn to the Table of Contents for Interest Areas (Next 2 Pages)

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INTRODUCTION

The following abstracts represent a comprehensive review of selected recent literature on worker dislocation in the United States. This document provides a broad base of information for anyone concerned with involuntary unemployment and its effects on individuals, communities and the society as a whole.

The literature on worker dislocation and unemployment cited in this bibliography addresses the eight key questions that staff of the Education and Work Program of the Northwest Regional Educational Laboratory have been examining in recent months. The questions are:

1. What is worker dislocation and what causes it?
2. What psycho/social problems do dislocated workers face?
3. Do some workers cope with the dislocation experience better than others? Why?
4. Do dislocated workers have special needs? What are these needs?
5. What can be done to meet these needs?
6. What exemplary programs for dislocated workers exist and what are their programmatic features?
7. What is the future of work in the United States?
8. Where should new dislocated worker research and development efforts be directed?

Akerloff, George A. and Brian G. M. Main. "Unemployment Spells and Unemployment Experience," American Economic Review, December, 1980, 1885-93.

Presents a higher technical analysis of labor market statistics that shows current estimates minimize the seriousness and duration of the unemployment problem. [47, 03]

Amundson, Norman E. and William A. Borgen. "The Dynamics of Unemployment: Job Loss and Job Search." The Personnel And Guidance Journal, May 1982, 60: 9, 562-64.

Examines the dynamics of job loss and job search. Proposes a model comparing job loss to the grieving process: denial, anger, bargaining, depression and acceptance. Compares job search to "burnout": enthusiasm, stagnation, frustration, apathy. Discusses various counseling strategies. [05, 06, 20]

Anderson, Harry, et al. "Jobs: Putting America Back To Work." Newsweek, October 18, 1982, 78-84.

Analyzes the extent and causes of unemployment in America, quoting a number of statistics and economists. Identifies re-employment and training barriers dislocated workers face and the emergence of a 'dual society' of low-wage and high-wage jobs. Provides a list of growth industries; however, points to signs of continued hardship and uncertainty in much of the present labor force. Concludes that Americans seem to know how to replace workers with technology, yet don't know how to use technology to put them back to work. [04, 03, 07, 37, 51]

Anderson, Robert N. Rural Plant Closures: The Coping Behavior of Filipinos in Hawaii. Unpublished manuscript, Center for Nonmetropolitan Planning and Development, University of Hawaii, February 22, 1980.

Describes the coping behavior of dislocated Filipino plantation workers and reports serious barriers to re-employment. Subservient work values and low skill levels appealed to a few employers looking for service workers, but for the most part job opportunities were scarce. Examples of role reversal problems are cited as well as a lack of job-seeking initiative. Methods for collecting this information are not explained. [08, 58, 02, 34]

Andrews, Gavin. "A Prospective Study of Life Events and Psychological Symptoms." Psychological Medicine, 1981, Vol. 11, 795-801.

Analyzes measurement methods relating life events to psychological symptoms. Concludes that current symptoms are a function of life events occurring in previous four months and that people adjust quickly to them, but persistent symptoms are a function of a person's perception of the situation rather than its actual continuation or magnitude. [05, 06, 47]

Ashley, William, Gale Zahniser, and Janie Connell. Assisting Dislocated Workers: A Collection of Practices and Resources. Columbus, Ohio: The National Center for Research in Vocational Education, The Ohio State University, 1984.

Ashley, William, Gale Zahniser. Helping the Dislocated Worker: Sample Programs. Columbus, Ohio: The National Center for Research in Vocational Education, The Ohio State University, 1984.

Averill, James. "Personal Control Over Aversive Stimuli And Its Relationship To Stress." Psychological Bulletin, 1973, 80:4, 286-303.

Reviews the literature and analyzes the role of meaning in determining a person's sense of control over stress. Argues that meaning is a function of the total context in which a stressful stimulus occurs. The meaning of the control response to stress is also discussed. [05]

Barone, Ricard V. "Action Plan for Success After Termination." Personnel Journal, April 1975, 54:4, 221-45.

Drawing from personal experience, sets forth guidelines for coping with job termination. Provides step-by-step advice for reducing self-blame and presents job search techniques. Urges positive attitude and action. [10, 06, 16, 53]

Bednarzik, Robert W. "Layoffs and Permanent Job-Losses: Workers' Traits And Cyclical Patterns." Monthly Labor Review, September 1983, 3-12.

Presents a statistical profile of U.S. workers laid off in 1982 and concludes that they were mostly blue collar males experiencing greater losses than during any other recession since the '30s. Differentiates between persons currently on lay-off and those permanently separated from their jobs and recommends changes in the Current Population Survey questions. [02]

Bendick, Marc, Jr. Dislocated Workers And Midcareer Retraining In Other Industrial Nations. Paper presented at conference entitled "The Displaced Worker Problem: Implications For Education and Training Institutions", Washington, D.C., September 1983.

Compares mid-career employment and retraining activities in Sweden, France, Canada and the U.S. Concludes that Canadian model is most transferable to U.S., emphasizes tapping the "hidden job market" over retraining, de-emphasizes the uniqueness of dislocated workers. Supports collaboration of government, business and labor. [36, 51, 02, 34, 03, 45, 44]

Billings, Andrew and Rudolf Moos. "The Role of Coping Responses and Social Resources in Attenuating The Stress of Life Events", Journal of Behavioral Medicine, 1981, 4:2, 139-157.

Drawing from a random sample of families in the San Francisco Bay area, data from 294 questionnaires are presented on four variables: 1) Negative Life Events; 2) Coping Responses; 3) Social Resources and 4) Mood and Symptoms. Shows that women are more likely to avoid negative events or stresses, and that generally, more education and income enhanced coping ability. Concludes that coping strategies are determined by social resources and that attempting to deal with negative events is less stressful than avoiding them. Examples of questionnaire items are provided. [08, 47, 44]

Blasi, Joseph R. and William F. Whyte. "Worker Ownership and Public Policy," In Public Policies For Distressed Communities, edited by F.S. Redburn and T. Buss. Lexington, Mass.: Lexington Books, 1982, 177-189.

Examines recent support for worker ownership in the U.S., problems in starting and maintaining worker-owned businesses and the values implicit in worker ownership. The roles of unions and the Employee Stock Ownership Plan (ESOP) are analyzed. Guidelines for expanding worker ownership in the U.S. are provided and quality-of-life implications discussed. [44, 39, 31, 27]

Blaustein, Saul J. Job and Income Security For Unemployed Workers: Some New Directions. Kalamazoo, Michigan: Upjohn Institute For Employment Research, 1981.

Discusses the Job Security System and strategies for re-employment, and compares it to the current U.I. programs. Suggests a revision of the current employment service structure to meet the goal of re-employment. [50, 07, 16, 51, 30, 31]

Bluestone, Barry. "Economic Theory And The Fate Of The Poor." Social Policy, January, February, 1972, 2:5, 30-48.

Drawing from an historical analysis of labor economics, questions the assumptions of traditional economic theory, especially those that imply the poor are to blame for their position. Hypothesizes that the bottom line is that the economy does not create enough good jobs and that the bad jobs are parceled out on the basis of race, sex, and luck. Concludes that the poor are working full-time for their poverty at very low-wage jobs, and argues for the creation of adequate jobs. [04, 03, 38]

Bluestone, Barry. Industrial Dislocation And Its Implications For Public Policy. Unpublished paper presented at the Third Annual Policy Forum on Employability Development, September 13-14, 1983.

Argues that inadequate market signals cause clumsy and costly private sector adjustments which, in turn, lead to worker dislocation and lowered occupational status. Discusses the acceleration of "de-industrialization" and the evolution of a 'dualistic' economy. Urges governmental policies to modify capital mobility and minimize social costs of economic transformation. Offers statistical evidence of an economic dualism wherein men are in top administrative positions and women are stuck in the lower wage positions. Urges

drastic reduction in interest rates, more labor-intensive government spending and unionizing retail trade and services occupations. Concludes that educational and training programs should be financed by the goverment, focusing on "process" skills necessary for flexibility in occupational choice. [38, 37, 04, 03, 02, 40]

Bluestone, Barry and Bennett Harrison. The Deindustrialization of America. New York: Basic Books, 1982.

Documents, in detail, the dismantling of America's industries and the effects on communities and workers. Shows how corporations, faced with stiffer international competition, have diversified their operations and pulled capital out of basic industries. Calls for a new "reindustrialization" strategy that sets limits on capital mobility, increases public investment and involves workers in company management. [04, 05, 03, 35, 37, 38, 39, 26]

Bluestone, Barry. "The Incidence and Regulation of Plant Closings." In Public Policies For Distressed Communities, edited by P.S. Redburn and T.Buss. Lexington, Mass.: Lexington Books, 1982, 148-160.

Plant closing legislation and collective bargaining approaches are reviewed. Finds that workers are underprotected and contrasts this with European models of worker protection. Points to the militant posture taken by the business sector against plant closure legislation. Argues that the key question is whether unions can provide the leadership necessary to resist unregulated capital mobility in the global economy. [31, 37, 14, 27]

Borrero, Michael. "Psychological And Emotional Impact Of Unemployment." Journal Of Sociology And Social Welfare, November 1980, 916-934.

Reviews and critiques clinical research literature on psychological stress reactions to involuntary unemployment. Argues for "matched-group" longitudinal research methodology. Provides anecdotes of unemployed men, and analyzes role/familial effects. Concludes that unemployment can change a person's very thinking and beliefs about life. [06, 44, 47]

Boyle, M. Ross. Coping With The Loss Of A Major Employer: A How-To Manual. U.S. Department of Commerce; Washington, D.C.

Proposes a four-step process for working out a community strategy to cope with the loss of a major employer. Steps include: 1) selecting a collaborative 'lead group'; 2) determining the cause of and appropriate adjustment to dislocation; 3) developing a strategy to carry out the chosen adjustment option, e.g. retaining the facility under new management and 4) executing the strategy by using a variety of economic development tools presented in the Appendix. [45, 26, 35]

Boyle, Thomas F. "Shock Long-Lasting For Workers Shelved By Factory Shutdowns." Wall Street Journal, June 24, 1982.

Presents five scenarios illustrated by case studies of what can happen to workers following a plant closing, including going on welfare, changing to a better job, early retirement, transferring within the company and relocation to a different part of the country. Argues that for many dislocated workers life will never be as good as it once was before displacement. [07, 06, 03, 50]

Briar, Katherine, Becky Fiedler, Carol Sheean and Patricia Kamps. "The Impact Of Unemployment On Young, Middle-Aged and Aged Workers." Journal Of Sociology And Social Welfare, Nov. 1980, Vol. 7, 907-915.

Presents findings from interviews about the effects of job-loss on various age groups. Therapeutic benefits of work are reported and analyzed. Research gaps are identified and concludes that unemployment effects represent one of the most critical issues facing human service professionals today. Urges more systematic focus on the importance of work to the total well-being of the individual. [11, 03, 05, 06, 07, 43]

Briar, Katherine H. "Lay-offs And Social Work Intervention." The Urban And Social Change Review, Summer 1983, 16:2, 9-14.

Proposes intervention model for social workers serving dislocated workers. Urges supportive counseling approach, advance notification, alternatives to lay-offs, outplacement services, and greater sensitivity to the effects of job-loss. Concludes that political action can counter the self-blame suffered by workers who are laid off. [20, 19, 06, 37, 14]

Briar, Katherine. The Effect Of Long-Term Unemployment On Workers And Their Families. Published dissertation, University of California, Berkeley, 1977.

Examines the social and emotional consequences of long-term unemployment for 52 men and women during the 1970-72 recession in Seattle, Washington. Analyzes interview data collected while clients sought help from a UGN-sponsored re-employment program. Classifies participants into 5 types: Crashers, Reliefers, Rescued, Coasters, and Discredited. Shows pyscho/social effects and suggests direction for future research. Urges re-examination of social work attitudes that see joblessness as a symptom and suggests that the acquisition of a job be a "treatment" goal itself. Questions the ideology that designates the unemployed as failures, urging policy change based on a broader understanding of the unemployment experience. [02, 05, 06, 07, 43, 20, 44]

Briar, Katherine H. "Unemployment: Toward a Social Work Agenda." Social Work, May/June 1983, 211-216.

Presents research findings on 150 youths working in a summer CETA program, 52 middle-aged jobless workers seeking help from a social service agency and 32 aged workers seeking CETA jobs. Shows therapeutic benefits of working by contrasting emotional/ psychological status while working and not working. Recommends that human service professionals address the devastation of unemployment and the importance of work, viewing unemployment more as a 'cause,' not 'effect' phenomenon. [03, 02, 05, 06, 04, 20, 49]

Brill, Harry. "It Pays To Go Out of Business." The Progressive, August 1980, 20-21.

Argues that the tax laws promote plant closure by giving tax write-offs for abandoning businesses. This encourages permanent plant closures rather than temporary shut-downs. Implies ties between big business and the Treasury Department. [04, 56]

Brophy, Beth. "Returning Workers Face Hardships." USA Today, January 31, 1984, 3B.

Points out the stress of re-employment after extended layoffs. Quotes management and career experts on the need for returning workers to work through their resentments about the layoff. Offers suggestions to companies and workers about ways to ease the strain of re-entry, such as updates and support from managers and other returning employees. [50, 25]

Buss, Terry F. and F. Stevens Redburn. Shutdown in Youngstown: Public Policy For Mass Unemployment. Albany, New York: S.U.N.Y. Press, 1982.

Presents the results of a multidisciplinary scientific study of steel mill closings in Youngstown, Ohio in 1977. Impact on 1000 dislocated workers and their families is assessed. Effects on the community and the usage of mental health and employment service agencies are described. Successful coping strategies are indentified and a public policy for dealing with plant closures and mass unemployment is proposed. [35, 38]

Buss, Terry, Richard Hofstetter and F. Redburn. "The Psychology of Mass Unemployment: Some Political and Social Implications." Political Psychology, Fall/Winter 1980, 95-113.

Drawing from interview data on 282 laid-off steelworkers in Youngstown, Ohio, analyzes 4 variables: 1) employment status, 2) powerlessness, 3) cynicism, and 4) anomie (a belief that the system doesn't work). Reports political passivity, 90% re-employment one year after layoff, reluctance to accept reality of closing, more cynicism among younger workers. Calls for more longitudinal research and more detailed measurement techniques. [10, 13, 43]

Byham, William C. "HRD And The Steel-Collar Worker." Training, January 1984, 59-64.

Analyzes the role of robots in U.S. industry and describes those situations where they have failed and succeeded. Reports that fear of job-loss can lead to resistance to and sabotage of robotization, especially among middle managers. Outlines possible roles for human resource professionals to assure successful transition to "steel collar workers." Concludes that robots are here to stay and represent a link to the factories of the future. [57, 04, 18, 53]

Carnevale, Anthony. "Getting the Most from our Training Systems." Vocational Education, January/February 1983, 24-27.

Expresses concern about the falling skill levels in U.S. workers and urges training that makes workers "smarter." Views the American vocational and training resources as a "non-system" comprised of good and bad programs. Urges strict accountability standards and sets forth guidelines concerning the roles different types of training institutions should play. Concludes that Federal Government should help the disadvantaged receive the training of their choice. [18, 32, 31]

"Caution: Recessions May Be Hazardous To Your ...." Training, September 1983, 10-11.

Presents a brief synopsis of a University of Colorado study indicating a downturn in the "wellness" levels of job-holders due to benefit cutbacks, decreased incentives, perceived loss of control and overall job dissatisfaction. Reported symptoms are exhaustion, morning depression, headaches and insomnia. Researchers attribute this to cutbacks and neglect and the fact that after the recession many workers are expected to exit current jobs. [05, 06, 50]

Cobb, Sidney. "Physiologic Changes in Men Whose Jobs Were Abolished." Journal Of Psychosomatic Research, 1974, Vol. 18, 245-58.

Presents longitudinal data from interviews of UAW dislocated blue collar workers from plants closed in 1964 and 1965. Worker characteristics are presented and norepinephrine excretion measured over time, revealing higher excretion levels for urban workers and, in general, higher levels in layoff anticipation phase. Other physiological measures are presented, including serum cholesterol level which was attenuated by social support and psychological defense systems. Supports psychophysiological relationship to job-loss and long term unemployment. [05]

Cohn, Richard M. "The Effect of Employment Status Change on Self-Attitudes." Social Psychology, 1978, 41: 2, 81-93.

Using data from a national survey, analyzes long-term effects of job loss on self-satisfaction. Finds self-dissatisfaction is a function of familial role changes, unavailability of alternative roles, and the lack of external causes of job loss. Concludes that re-employment eventually restores initial levels of self-satisfaction. [06, 10, 50]

Committee for Economic Development. Strategy For U.S. Industrial Competitiveness. Chapter 1, Washington, D.C., April 19, 1984.

Presents the responsibilities and goals of the Committee For Economic Development (CED). Rejects notion of increased government involvement in economic issues and promotes free market economics in combination with innovation in the private sector. Opposes claims that the U.S. is "deindustrializing" and promotes expansion of new markets. Strongly opposes tripartite industrial boards setting national industrial policy, and proposes removal of current restrictions on international service trade. [38, 04, 03, 49, 56, 55]

Committee on Labor and Human Resources: United States Senate. Workers and the Evolving Economy of the Eighties. Hearings held on September 17 and 18, 1980, U.S. Government Printing Office, Washington, D.C., 1981.

Examines worker dislocation and explores ways to facilitate worker relocation and retraining. Includes hearings testimony from representatives of industry and labor plus statements from economists and social science researchers. Re-employment and training models are presented and policy/legislative changes are discussed. [02, 03, 04, 05, 06, 07, 38, 27, 25, 18]

Condon, Mary. "The Ins and Outs of Displacement." Training & Development Journal, February 1984, 38:2, 60-66.

Asserts that data about attrition rates and the size of the workforce between now and the year 2000 indicate that technology will cause only small amounts of displacement. Cites the lessons the U.S. can learn from Sweden's socialized Active Labor Market and the Canadian Manpower Consultative Service who retrain active workers in generalizable skills. States that the important aspects to reemployment are: advance notice of plant closings to lessen traumatic effects, job clubs to combat isolation, employer contacts which are valuable resources for job development, outside consultants with experience in mass layoff who know what needs to be done, and industrial development options which give manufacturing companies opportunities to match the highest bidding of non-manufacturing companies opportunities to match the highest bidding of non-manufacturing competitors. Facilitating reemployment must be the mutual charge of labor, management, education, and public services. [14, 25, 50, 54] EJ 306 190

Connell, Janie B. and William L. Ashley. Helping the Dislocated Worker: Resources And Materials. The Ohio State University, Columbus, Ohio. National Center for Research in Vocational Education. 1984.

This is one in a series of three publications. Describes various assessment resources, references, and technical assistance materials. Covers instructional materials suitable for classroom use; catalogs and databases; information for service providers; assessment materials, various tests. Each section gives information regarding the title, source, purpose, and annotation of the materials or resource. [60] ED 241742.

Connor, William A. Unemployed Tuition Waiver Project Conducted in the College's Service Area of Lehigh Valley, Pennsylvania during the Fall 1983 Semester and Spring 1984 Semester. June 1984.

Discusses how the college created a program of tuition waiver for dislocated adults on a space available basis in credit courses. The purpose was to build upon current skills by adding new competencies which hold the potential to enhance re-employment in a similar or related work field. Enrollees had jobs in mind when they selected classes and did not think they were likely to return to their former employers. They were considering how best to market themselves and the majority felt the program aided them in securing work. [32] ED 246260.

Curtin, Richard T., Christopher Gordon and Michael Ponza. Coping With Unemployment Among American Households. Survey Research Center, University of Michigan, May 1981.

Drawing from five national surveys conducted in 1980, provides extensive statistical tables of unemployment effects on American families and attitudes of Americans toward the unemployment compensation program. Coping strategies are listed, including job search methods and financial cutbacks. Finds that majority of Americans favor unemployment compensation during job search and view this assistance as earned insurance benefits. Many other trends are reported, but no conclusions are drawn. Methodological limitations are noted. [03, 30, 16, 50, 07]

Curtis, George C. "Psychophysiology of Stress." From Mental Health And The Economy by L. Ferman and J. Gordus, Kalamazoo, Michigan: W.E. Upjohn Institute For Employment Research, Dec. 1979, 235-257.

Examines the variable called "physiological stress" and its role in mental illness. Examines various stress models and identifies significant life events (e.g., Job-Loss) as a major cause of stress. Concludes that social support can buffer stress effects and suggests that future research look at range and variance data along with mean differences. [05, 08, 47, 44]

Davis, Christopher. "Private Trade and Technical Schools." Journal of Vocational Educational Research, Jan/Feb 1983, 28-29.

Examines the nature and reasons for success among the private trade and technical schools. Argues that their survival depends on the ability to know the job market, to quickly provide the necessary training and their flexibility in scheduling. Predicts a growing demand for vocational training and points to the need for public/private collaboration. [18, 21, 15]

Davis, Dwight B. "Workplace High Tech Spurs Retraining Efforts." High Technology, November 1984, 4:11, 60-62 & 64-65.

Describes major role of management and labor and its effects on federal involvement in training displaced workers. Discusses corporate efforts to create committees responding to worker dislocation and retraining. Addresses federal role of JTPA funding having no provision for income maintenance during retraining; therefore, it tends to emphasize short-term training. Stresses that the government has a responsibility to address the dislocation problem because federal activity and policies affect the ability of companies to compete and to provide jobs. [31, 25, 54] EJ 308949.

Daymont, Thomas. Worker Productivity, Employment, And Aging. Institute For Research on Educational Finance And Governance, Stanford University, Project Report No. 83-A17, August 1983.

Examines the changing labor market role of older workers, with special attention to productive capabilities and opportunities. Finds that the later years are a time for using existing skills rather than developing new ones. Shows that dislocation brings special problems to older workers and calls for greater flexibility and social responsibility on the part of the private sector.

Encourages increases in severance pay, worker involvement in company decisionmaking, job rotation and continuing education. Claims that older worker dislocation can be prevented. [11, 18, 19, 27, 25, 04, 37]

"Dislocated Workers: Showcase." WorkAmerica. National Alliance of Business, June 1984, 1:9, 9-10.

Reports the successes of dislocated worker re-employment projects in Montana, Georgia and Oklahoma. Stresses value of coordination, on-the-job training and skills transference. [35, 37]

Dooley, David and Ralph Catalano. "Economic Change as a Cause of Behavioral Disorder." Psychological Bulletin, 1980, 87:3, 450-68.

Reviews literature about the relationship between economic change and behavioral disorder. Delineates four methodological dimensions: cross-sectional, longitudinal, individual and aggregate designs. Proposes a model that points to the importance of study and intervention at various time periods. Points to the importance of educating people to deal with unpredictable changes. Concludes that no single intervention will work for all subgroups of individuals. [44, 06, 20, 19]

Dooley, David and R. Catalano, et al. "Economic Life And Symptom Changes in a Nonmetropolitan Community." Journal of Health and Social Behavior, June 1981, Vol. 22, 144-54.

Replicates three previous studies of metropolitan areas which showed significant association between aggregate economic change and psychological/stress symptoms. Drawing from a longitudinal survey of a non-metropolitan community, fails to replicate previous association. Fewer symptoms, life events and more satisfaction with social support are reported by the non-metropolitan residents. Future replications are called for to compare metropolitan and non-metropolitan communities. [05, 06, 08, 43, 47]

Durocher, Donald P. Questions and Answers About The Working Channel and The Communication/Information System for the Unemployed. Unpublished manuscript. Detroit, Michigan: Durocher and Co., 1984.

Discusses in detail the creation and current operation of a unique JTPA-funded cable television channel in Michigan dedicated exclusively to the needs of the unemployed. Describes the four elements of the system: Working Channel Centers, local organization involvement, videoconferencing on resources for the unemployed and job information. Specific goals are listed and questions answered, but no evaluation data are presented. [51, 03, 35, 54]

Easterbrook, Gregg. "Voting For Unemployment." The Atlantic Monthly, May 1983, 31-44.

Analyzes why older union workers choose job-loss over wage cuts. Explains steelworkers' "rule of sixty-five" and criticizes the concept of wage increases which are unrelated to productivity.

Argues that robots are becoming popular in part because they will replace high-priced labor. Points to the advantages of wage concessions and union flexibility. [50, 27, 42, 57, 37]

Ehrbar, A.F. "Grasping The New Unemployment." Fortune, May 16, 1983, 107-112.

Argues that the concerns over displaced workers and high levels of permanent unemployment are overblown. Urges more aid for the chronically unemployed, especially pre-employment training. Encourages re-employment of dislocated workers and all unemployed via a better job information system. Cites one reason for decline in auto and steel industries as high wages paid to its workers. Opposes retraining as a solution and supports the new JTPA on-the-job training programs. [03, 04, 18]

Emmererij, Louis. National Strategies For Coping With Unemployment: An International Perspective. Columbus, Ohio: The National Center For Research in Vocational Education, May 1981.

Discusses the economics of employment and education in industrialized European countries, proposing "paid educational leave" be awarded workers seeking new training. Urges an active economic restructuring policy which anticipates changes in the world economy. Concludes with question and answer section. [18, 37, 42, 38, 36]

Fedrau, Ruth H. "Easing the Worker's Transition From Job-Loss to Employment." Monthly Labor Review, May 1984, pp. 38-40.

Points to the advantages of advance layoff notification to both the employer and the employee. Describes the "worker assistance center" concept and identifies bureaucratic barriers to success. Promotes public-private cooperation. [50, 14, 27, 25, 16, 15, 35, 19, 20, 22, 45, 44]

Fedrau, Ruth H. and Kevin Balfe. "From Reductions in Force to Maintaining the Workforce: The Role of the Private Sector." National Alliance of Business, Washington, D.C., May, 1984.

Outlines existing employer-based models for coping with and preventing layoffs. Describes pre-layoff assistance programs, worker assistance centers, outplacement services, worksharing and ways to increase competitiveness. Concludes that progress is being made via cooperative labor-management teams, continuing worker re-training and open communication with vocational institutions. [04, 14, 35, 37, 25, 27, 54, 44]

Fineman, Stephen. "A Psychosocial Model of Stress and Its Application to Managerial Unemployment." Human Relations, 1979, 32:4, 323-45.

Describes a model of psychosocial stress that views stress as a function of an individual's failure to master self-threatening problems. Uses model to analyze psychological test and interview data from unemployed managers. Case studies of high and low stress managers are presented. Concludes that confrontation behavior is

effective in preventing and alleviating stress. Urges counseling focused on building self-esteem and reducing perceived costs of failure. Other specific counseling interventions are offered. [05, 06, 09, 10]

Finley, Murray and A. Terence Less. "The Terminal Executive: It's Like Dying." The Personnel and Guidance Journal, Feb. 1981, Vol. 59, 382-84.

Proposes outplacement counseling model based on a loss-stage psychological theory. Applies this model to terminated executives and encourages this approach with all employees, since job-loss is a hurting process that can require skillful caring professional help. [14, 06, 15, 16]

Foltman, Felician. "Managing and Adjusting To A Plant Closing." In Public Policies For Distressed Communities, edited by F.S. Redburn and T. Buss. Lexington, Mass.: Lexington Books, 1982, 173-76.

Identifies two major strategies to deal with economic distress: 1) pre-notification and outplacement service; 2) community purchase of the plant or operation. The European plant closure model is described and controversy over macro-economic and social policy is predicted. [30, 31,14,39]

Frey, Donald N. "The Economy, Productivity and Training - A CEO's View." American Education, Dec. 1982, 15-18.

Urges corporate investment in training and education, especially for victims of structural unemployment. Specific suggestions are offered concerning industry's role in promoting education. [18, 45]

Gelles, Richard J. "Violence in the American Family." Journal of Social Issues, 1979, 35:2, 15-39.

Reviews research on family violence in the U.S., presenting interview data from a representative sample of 2,143 families. Hypothesizes that the roots of family violence lie in the cultural norms that tolerate violence as a means of social control. Reports an inverse relationship between parental income and parental violence, and that the more time husbands spent at home (instead of at work) the greater likelihood of physical violence in the home. [06, 07]

Gordus, Jeanne P. Coping with Unemployment. Michigan State Department of Mental Health, Lansing: Michigan University, Ann Arbor, Institute of Science and Technology. May 1984.

Discusses the trainers' and the participants book for a one-day workshop which covers unemployment problems/solutions, stress, maintaining economic stability, maintaining health care, good nutrition, home repair, keeping up morale and understanding the psychological phases one goes through when unemployed. [06, 17, 20, 22, 60] ED 247377.

Gordus, Jeanne P. and Sean P. McAlinden. Economic Change, Physical Illness, Mental Illness, and Social Deviance. Congressional Research Service, Institute of Labor and Industrial Relations, University of Michigan, December 1982.

Reviews research literature on the relationship between macro-economic change, unemployment cycles and rates of physical/mental illness and crime. Provides detailed analysis of various research methodologies and lists gaps in the research to date. Concludes that research to date supports the hypothesis that high rates of unemployment provoke serious social consequences, namely, increases in mortality rate, physical/mental illness and social deviance. Points out the need for a comprehensive theory both for understanding the painful unemployment process and for policy-making. [02, 05, 06, 47, 08, 43, 44]

Gordus, Jeanne P., Paul Jarley and Louis Ferman. Plant Closings and Economic Dislocation. Kalamazoo, Michigan: W.E. Upjohn Institute For Employment Research, 1981.

Reviews plant-closing research conducted during the past 20 years and identifies conceptual and methodological limitations. Delineates policy needs and direction for programming. Sets forth a new agenda for research on worker dislocation and economic change. [43, 44, 04, 02, 50, 16, 25, 26, 27, 28, 49, 36, 18, 06, 37, 35]

Gore, Susan. "The Effect of Social Support in Moderating the Health Consequences of Unemployment." Journal of Health And Social Behavior, June 1978, 19:2, 157-165.

Drawing from a sample of 100 unemployed men interviewed over a two-year period, presents evidence that rural unemployed have greater social support than urban unemployed. Shows that lack of social support is associated with higher levels of cholesterol, more illness and a greater sense of economic deprivation. [08, 05, 06]

Gorte, Julie. "Technology and Structural Unemployment: Retraining Adult Displaced Workers" (a research proposal). Washington, D.C.: Office of Technology Assessment, 1984.
Outlines a research proposal for examining the methodology for estimating worker displacement and structural unemployment. Asks key questions about the job skills necessary for the future and how to match these with those of displaced workers. Identifies retraining issues within the existing U.S. economy and cites foreign examples of retraining programs. Alternative strategies for employment and their potential impact on U.S. competitiveness in the global market are discussed. Current re-employment legislation and policies are described. [18, 01, 03, 04, 35, 36]

Governor's Office For Job Training. JTPA Title III Dislocated Workers Assistance Project Description. Lansing, Michigan: 1983.

Samples various JTPA Title III worker assistance programs in the State of Michigan, including retraining projects, job search centers and a unique cable television job information network entitled Communication/Information System for the Unemployed (CISU). No outcome data is provided. [35, 54, 27, 51].

Guidelines For State Facilities and Community Mental Health Agencies in Areas Where Staff Employees are Being Laid Off. Information received from NIMH, Work and Mental Health Section, 1983.

Provides basic information on unemployment effects and sets concrete department guidelines for assisting state employees facing layoff. Requires state employers to offer stress management workshops, job search skills training, job information, and benefit options. [35, 01, 02, 06, 19, 20, 07]

Hagen, Duane Q. "The Relationship Between Job-Loss and Physical and Mental Illness." Hospital And Community Psychiatry, May 1983, 34:5.

Reviews research showing effects of unemployment on self-esteem, suicide rates, hospital admissions, state prison admissions, and physical illness. Urges clinicians to apply the state-of-the-art knowledge by at least taking work histories and probing employment situations of their patients. [05, 06, 44]

Hartley, Jean F. "The Impact of Unemployment Upon the Self-Esteem of Managers." Journal Of Occupational Psychology, 1980, Vol. 53, 147-155.

Compares self-esteem of unemployed middle and senior managers to employed managers over time via questionnaire and interview data. Finds no differences and hypothesizes a complex set of variables, including work values and individual circumstances. Urges more specific definition of 'self-esteem'. [06, 44, 47]

Hayes, John and Peter Nutman. Understanding The Unemployed. London and New York: Tavistock Publications, 1981.

Based on previous case studies and 40 interviews, provides in-depth analysis of the unemployment process. Views the social/psychological process of unemployment within a "transition" model. Presents various psychodynamic personality theories of adjustment. Presents extensive review of literature on physical and mental health effects of unemployment, as well as effects on self-concept. Examines strategies for helping the unemployed and suggests changes in society to increase labor demands and/or acceptance of the unemployed. [06, 08, 10, 14, 37]

Helwig, Andrew A. Alternative Training Options for Structurally Unemployed Older Workers. Ohio State University, Columbus. National Center for Research in Vocational Education. 1984.

Examines issue of retraining adult workers. Explores using vocational education money directed at postsecondary institutions. Examines effectiveness of comprehensive career counseling and information services for dealing with dislocated adults. Reviews the impact that entrepreneurial skill building and economic development might have on the high rate of structural unemployment. Concludes that comprehensive career counseling and information services have the greatest impact on dislocated workers. [44, 15, 19] ED 241746.

Hepworth, Sue J. "Moderating Factors of the Psychological Impact of Unemployment." Journal of Occupational Psychology, 1980, 53, 139-45. Drawing from questionaire data collected on males experiencing job-loss, finds that the best predictor of mental health during unemployment is whether or not a man feels his time is well occupied. Includes measurement tools. [05, 06, 10]

"High Tech To Grow Fast, But Low Tech Will Provide The Jobs, Experts Say." Employment And Training Report, May 16, 1984, 15:35, 2932.

Presents results from Stanford University labor market study indicating that "high tech" jobs will grow three times as fast as more traditional jobs, but will only account for six percent of the total job market. Concludes that more jobs may be destroyed by "high tech" than are created, and that legal and physical therapist assistants exhibit the fastest growth rate. Discusses effects of "deskilling" and robot technology. [51, 04]

Hill, John. "The Psychological Impact of Unemployment." New Society, January 19, 1978, 118-120.

Proposes three-phase theory on the psychological and social impact of unemployment. Case study interview data are reported and supportive strategies for helping the unemployed are suggested. [05, 06, 19, 20]

Hollenbeck, Kevin, Frank Pratzner and Howard Rosen, Eds. Displaced Workers: Implications for Educational and Training Institutions. Columbus, Ohio: The National Center for Research in Vocational Education, The Ohio State University. 1984.

Human Resources Development Institute. A Union Response To Plant Closings. Washington, D.C.: AFL/CIO, Nov. 1982.

Outlines re-employment and training programs for short- and long-term needs of dislocated workers. Offers several program models, including workshop curricula on job search, retraining and survival. [03, 04, 50, 07, 17, 18, 16, 15, 35, 27, 54]

Jacobs, Jane. "Cities And The Wealth of Nations." The Atlantic Monthly, March, 1984, 41-66.

Proposes a new theory of economic life based on the distinctions between city and national economies. Claims that the key to economic growth is import-replacement, i.e. replacing imports with local goods and services. Argues that economic life is a function of innovation and providing niches for people's differing skills and interests, and that this happens best in the city. Defines and discusses the importance of "city regions" and develops reasons for trade among backward cities. Argues that national currencies stifle cities because they don't provide proper feedback about the market. Strongly opposes the idea of a world government or a world currency. [04, 44]

Jacobs, Jane. "The Dynamic of Decline." The Atlantic Monthly, April 1984, 98-114.

Identifies and examines two ironies of the present world economy: a) that military spending necessary for imperial success leads to imperial failure and b) that national programs to fight poverty bring about stagnation. Offers the basic premise that the end result is to kill city economies. This dynamic involves prolonged military production, prolonged subsidies to poor regions and heavy trade with backward economies. Proposes that innovation and diversification can counter the decline and urges adoption of ecological model for most creative use of economic energy. [04, 37]

Jerrett, Marcia, et al. Displaced Worker Demonstration Program: Interim Status. Unpublished manuscript, Cambridge, Massachusetts: Abt Associates, June 30, 1983.

Reports nature and progress of six JTPA Title III demonstration projects for dislocated workers. Describes characteristics of the participants for each site, cites differences and similarities and states program goals. Matrices of program components are included. 35, 54, 18, 16, 02]

Johnson, Beverly L. and Elizabeth Waldman. "Most Women Who Maintain Families Receive Poor Labor Market Returns." Monthly Labor Review, December 1983, 30-34.

Speaks to the employment barriers of the 9.8 million single women with families in the U.S. Provides extensive and recent statistics on the status of these women, including educational and occupational barriers. Women-run families are much more likely to live in poverty than other families. Non-white women fare the worst of all, and with each addtional child the degree of poverty increases. Concludes that even though women who maintain families have a strong commitment to the labor force, they live within or close to the poverty level. [40, 18]

Johnson, Robert L., et al. Plant Closing Checklist: A Guide To Best Practice. Labor-Management Services Administration, Washington, D.C., 1982.

Provides specific and general guidelines for local leaders and organizations in communities facing plant closings or major layoffs. Suggests various actions that can be taken to prevent or reduce the impact of dislocation. Identifies key sources of support, including detailed information on State and Federal programs that serve the unemployed. Specific case studies are offered as models for labor, management and community collaboration. [35, 03, 27, 28, 25, 26, 30]

Karmin, Monroe and Jeffrey Sheler. "Jobs: A Million That Will Never Come Back." Newsweek, Sept. 13, 1982, 53-56.

Portrays current structural changes in the U.S. economy, listing specific declining and expanding occupations. Describes the blue collar workers' woes and their willingness to make concessions to save their jobs. Portrays changing work values and styles, claiming a movement away from boring jobs toward more employee involvement in decisionmaking. Predicts trouble for unions as we move from industrial to service occupations. [03, 04, 02, 50, 18, 27, 25, 54, 57, 42]

Kasl, Stanislav V. and Sidney Cobb. "Variability of Stress Effects Among Men Experiencing Job-Loss." In Handbook of Stress: Theoretical and Clinical Aspects. edited by Leo Goldberg and Shlomo Bregnitz. New York: Free Press, 1982, 445-465.

Reports the results of a longitudinal investigation of the health and behavioral effects of unemployment among 100 married male blue collar workers whose jobs were permanently lost. Physiologic and interview data are presented and compared to data from an employed control group. Shows an adaptation process over time, evidence of job satisfaction after re-employment in new job, tendency to blame self after six months of unemployment and effects of occupational status. Indicates physiological changes during anticipation of job-loss. Numerous other variables are reported and methodological issues discussed. [05, 47, 09]

Kaufman, H.G. Professionals in Search of Work. New York: John Wiley and Sons, 1982.

Offers the first major psychological analysis of job-loss and underemployment among professionals. Integrates research from health, labor economics, sociology, social work, management, education and public policy in order to help human services providers work more effectively with the unemployed professional. Proposes various public and private institutional changes and the implementation of an integrated professional employment system. Concludes with alternatives to terminations and urges global effort to utilize professional skills. Contains extensive bibliography on job-loss and its effects. [01, 02, 03, 04, 05, 06, 08, 09, 11, 12, 13, 16, 18, 19, 20, 29, 28, 25, 26, 35]

Kimmel, Douglas C., et al. "Retirement Choice and Retirement Satisfaction." Journal of Gerontology, 1978, 33:4, 575-85.

Presents results from questionnaire data on 1486 retirees showing that voluntary was better than involuntary retirement. Health and pre-retirement attitudes were also found to be powerful predictors of later adjustment. Proposes that employers de-emphasize mandatory retirement and provide pre-retirement counseling. [53, 05, 07, 10, 11]

King County Unemployed Committee. Unemployment Resource Guide. Seattle, Washington: 1983.

Provides exemplary resource directory for the unemployed, covering union and unemployment benefits, crisis services and miscellaneous free entertainment. Offers tips on how to cope with a wide variety of stresses resulting from job-loss. [17, 28]

Knowdell, Richard L., et al. Outplacement Counseling. ERIC Counseling and Personnel Services Clearinghouse, University of Michigan, Ann Arbor, Michigan, 1983.

Describes and analyzes the significance of outplacement counseling and its relevance to all laid-off individuals. Portrays its usefulness as an outlet for individual feelings, strength identification, career goal setting and job search. Predicts that outplacement counseling will become a common component of human resource development in business as well as institutions of higher education. Explains that the goal of outplacement counseling is to turn job-loss into a career growth opportunity. Program models are presented and future trends outlined. [19, 16, 25, 15]

Kolberg, William H., Ed. The Dislocated Worker. Washington, D.C.: Seven Locks Press, 1983.

Examines in depth the causes of worker displacement in the U.S. and discusses promising efforts to help dislocated workers. Labor-management collaboration, JTPA, private sector approaches, State planning responses, community task forces, and economic development strategies are documented. European and Canadian models are described and prevention strategies are offered. The stress of unemployment and individual coping strategies are outlined, and guidelines for research and evaluation are set forth. [01, 02, 45, 04, 35, 31, 30, 28, 26, 36, 37, 05, 51, 47, 16]

Krystal, Esther, et al. "Serving the Unemployed." Social Casework, Feb. 1983, 64:2.

From data on 964 families seeking help from a metropolitan Detroit service project, constructs a profile of the unemployed person. Views unemployment as a social/emotional crisis involving a "loss of self" leading to a grief process accompanied by stress symptoms, depression, anger, guilt and often general cynicism. Offers specific suggestions for counseling the unemployed and how to prevent counselor burnout. [03, 40, 06, 20, 02, 05, 14, 11]

Kuttner, Bob. "The Declining Middle." The Atlantic Monthly, July 1983, 60-72.

Argues that since most jobs are being created at either the upper management or low-skill level, the middle class is disappearing in American society. Quotes Bureau of Labor Statistics that indicate, for example, that workers in fastest growing industries make $5000 per year less than workers in declining industries. Concludes that greater productivity does not necessarily mean higher wages, and that a basic conflict exists between profit and social stability. Sees resolution coming from unions and government intervention. [03, 04, 46, 07, 27, 31, 37, 38]

Langerman, Philip D., et al. Plant Closings and Layoffs: Problems Facing Urban and Rural Communities. Drake University, Des Moines, Iowa, October 1982.

A "how-to" guide that draws from various dislocated worked programs in the State of Iowa. Offers extensive list of suggestions for working with unions, the employer, the community at large, educational institutions, state employment services and a list of how to set up a retraining program. Provides a unique list of early warning signs of plant closure to help workers prepare for layoff. Provides concrete methods for prevention of plant closings. [37, 35, 25, 26, 27, 14, 44]

LeGrande, Linda. Economic Growth and Changing Labor Markets; Those Left Behind: Dislocated Workers, An Analysis. Congressional Research Service, Economics Division, December 13, 1983.

Defines and identifies the causes of worker dislocation in the U.S. Examines the "new" unemployed from an historical perspective and accounts for the diverse estimates of the problem. Assesses the individual and social effects of economic change and speculates on the role of unions in the service sector. Contains comprehensive and recent tabulated statistics illustrating key points. [01, 02, 03, 04, 05, 06, 11]

Levin, Henry M. Can the Social Sciences Solve The Problem of Unemployment? Institute For Research on Educational Finance and Governance, Stanford University, Policy Paper No. 83-C5, August 1983.

Discusses extent of unemployment in the U.S. and analyzes the causes. Reviews the social science and policy literature on unemployment; finds that there are already a number of options for reducing unemployment. Argues that full employment requires a political consensus, which is unlikely because sacrifices are required from very powerful constituencies. Concludes that the social sciences are not in a position to legislate policies. Includes clearcut table of consequences for various unemployment strategies. [04, 06, 07, 03, 37, 34, 44]

Liem, Ramsay and Paula Rayman. "Health and Social Costs of Unemployment." American Psychologist, Oct. 1982, Vol. 37, No. 10, pp. 1116-1123.

Selectively reviews studies of psycho/social costs of unemployment, and shows that long-term unemployment is a threat to health and quality of life. Analyzes effects on families and communities. Discusses policy implications, future research priorities, and the interrelationship of the two. Urges more concern about unemployed women and minorities. [05, 06, 03, 08, 38, 43, 44, 47]

Liem, G. Ramsay and Joan Liem. "Social Support and Stress: Some General Issues and Their Application to the Problem of Unemployment." From Mental Health and the Economy by L. Ferman and J. Gordus, December 1979, 347-77.

Reviews literature on social support as a stress mediator. Identifies and develops conceptual and methodological issues for future research on unemployment stress. Examines in depth the relationship between the macro-economy and individual well-being. Presents several ideas about the role of social support during economic stress. [05, 06, 08, 44, 47]

Lindberg, Mark. "Partnership In Community Problem Solving: Failure and Promise." In Public Policies for Distressed Communities, edited by F.S. Reburn and Terry Buss, Lexington, Mass.: Lexington Books, 1982, 259-67.

Clarifies the difficulties in forming constructive community partnerships and identifies principles for ensuring their success. Argues that economic development in distressed communities hinges on local people solving problems together through effective organization. Urges that communities recognize and head off crises before they can arise. [45]

Lindroth, Joan. "How to Beat the Coming Labor Shortage." Personnel Journal, April 1982, 61:4, 268-77.

Predicts more jobs than trained people to fill them, especially in computer occupations. Describes the "greying" of America, the trend toward temporary help, working at home, employment of ex-offenders and retraining for dislocated workers. Concludes that we will see an expansion of the training industry to provide ongoing technical skills upgrading. [18, 42]

Lodahl, Thomas M. and Mathilde Kejner. "The Definition and Measurement of Job Involvement." Journal Of Applied Psychology. 1965, 49:1, 24-33.

Defines and analyzes psychological involvement in work and proposes a scale for its measurement. Finds a strong correlation between job involvement and the traits of a "managerial personality". Scale items are included. [10, 09, 47]

Long, Sharon K. and Ann Wilte. "Current Economic Trends: Implications For Crime and Criminal Justice." In Crime and Criminal Justice in a Declining Economy, edited by Kevin N. Wright, et al. Cambridge, Mass.: Oelgeschlager, Gunn and Hain, 1981.

Reviews literature on aggregate, individual and programmatic studies of crime and unemployment and reports that the strongest correlation is between crime and job dissatisfaction. Illustrates positive effects of transitional aid and supported work programs. Analyzes the so-called "underground economy" and the effects of a recession on the availability of satisfying jobs. Urges a more detailed look at which crimes are committed by what types of people for what reasons. [06, 47]

Lubar, Robert. "Why Unemployment Will Hang High." Fortune, June 14, 1982, 114-21.

Explores why basic changes in American industry will make unemployment harder to reduce than in past recessions. Lists jobs with a bright future and assesses the role of labor unions in the new job market. Predicts more white collar jobs and a call for more self-motivated workers. Portrays the plight of Black teenagers and the failure of the CETA program. [04, 15, 18, 27, 26]

Main, Jeremy. "Work Won't Be The Same Again." Fortune, June 28, 1982, 58-65.

Discusses the effects of computers and robots on blue collar unemployment and the workstyles of managers. Predicts the abstract nature of work as we enter the information age. Points to expansion of low-wage service occupations and the pitfalls of specialized vocational training. Argues that success will depend on the ability to learn, which creates the opportunity for creativity on the job. [04, 42, 50, 46, 18, 32, 57]

Mann, Michael. Workers On The Move: The Sociology Of Relocation. London: Cambridge University Press, 1973.

Drawing from experiences of workers in Birmingham, England, develops the hypothesis that dependence on a particular employer determines decisions of workers faced with lay-offs. Finds that relocation is not associated with job satisfaction and females tended not to relocate. Motives for relocating are delineated. Measurement methodology is criticized. [50, 10, 13, 11, 12, 25, 27, 40, 47]

Manuso, James. "Coping With Job Abolishment." Journal of Occupational Medicine, September 1977, 19:9, 598-602.

Drawing from projective psychological test data on 16 computer operators whose jobs were abolished, finds that depressive reactions can be attenuated by stress management workshops and group support. Recommends that the employer offer realistic appraisal of skills and worker attitudes before termination, advance notification, interview training for the terminating manager, workshops lead by workers who have been through job abolishment, psychological counseling and clear information on the reason for job abolishment. [05, 06, 20, 14, 13, 25, 35]

Marris, Peter. "The Social Impact of Stress." In Mental Health And The Economy by L. Ferman and J. Gordus, Kalamazoo, Michigan: W.E. Upjohn Institute For Employment Research, 1981, 301-314.

Discusses the intrinsic stress of social relationships wherein the loss of confidence in our ability to handle these relationships is a major factor. A sense of losing control over our lives is a basic cause of stress. Defines power as the ability to transfer the burden of risk to others as evidenced in centralized economic power. Argues that the women's movement comes closest to resolving the problems via the restructuring of intimate personal relationships and redistribution of opportunities. [05, 04, 10, 08, 44]

Maurer, Harry. Not Working: An Oral History of the Unemployed. New York: Holt, Rinehart and Winston, 1979.

Presents an oral history of the unemployment process, based on the personal experiences of unemployed people from diverse occupations and backgrounds. Emotional stages, time-structuring, illegal scams to supplement unemployment benefits and the humiliation of dealing with bureaucracies are portrayed. Delineates common themes: long-term unemployment changes a person permanently, it forces an examination of who is to blame, it creates a cynical disillusioned attitude, it changes work values. Urges a full employment policy based on the right of every citizen to hold a job. [02, 05, 06, 07, 08, 10, 11, 13, 14, 20]

McGrath, Joseph E. "Settings, Measures and Themes: An Integrative Review of Some Research on Social-Psychological Factors in Stress," In Stress and Coping: An Anthology edited by Alan Monat and Richard Lazarus. New York: Columbia University Press, 1977.

Presents five major themes emerging from the review of 200 studies on stress. These are: 1) "stress is in the eye of the beholder"; 2) "practice makes better - usually"; 3) "failure breeds failure"; 4) "too much of a good thing - or not enough of it"; 5) "we can't live with people, and we can't live without them." Concludes that effects of stress are mediated by a complex net of experiential/psychological/cognitive factors unique to each individual. [05, 10, 47]

McKersie, Robert B. and William S. Plant Closings: What Can Be Learned From Best Practice. U.S. Department of Labor, Washington, D.C., 1982.

Reports the discussions from a two-day DOL conference on plant closings, drawing from six case studies in the East and Midwest sections of the U.S. Points out strong resistance of workers to relocating, importance of advance notice, worker concern over loss of health insurance and deficiencies in current compensation programs. Identifies special characteristics and needs of dislocated workers and concludes that readjustment is a function of tapping the "hidden job market." Proposes a blending of the "activist" and "free-market" perspectives on strategy. [37, 35, 15, 51, 16, 44]

McLennan, Kenneth. Policy Options To Facilitate The Re-Employment of Displaced Workers. Paper presented at conference entitled "The Displaced Worker Problem: Implications for Education and Training Institutions," Washington, D.C., September 1983.

Analyzes the needs of dislocated workers and proposes new ways to use the private and public resources already in place. Concludes that the population of dislocated workers is relatively small and can be reemployed by enabling relocation and retraining. Proposes that employers can reduce displacement by being more competitive, planning for worker adjustment and retraining. Promotes "supply-side" economics. [01, 03, 34, 25, 49]

Miller, Judy M. Developing And Implementing Short-Term Training At The Community College. Mid-Willamette Jobs Council, Salem, Oregon, August 15, 1983.

Reports on JTPA-funded program for 302 dislocated workers. One-third participated in short-term retraining in electronics, computer operation and drafting. Results indicate that retraining especially appealed to single female parents on U.I. benefits; retraining appealed less to older male participants; financial status and family size determined drop-out rate. [35, 54, 41, 18]

National Alliance of Business. "Downriver Community Conference Economic Readjustment Program." Bulletin, March, 1983.

Reports the success of the CETA-funded dislocated worker program in Wayne County, Michigan, in serving 2200 workers and their families. Stresses involvement of local employers as providers of on-the-job training and job market information. Describes the counseling, job search assistance, skills training and referral services of the program and lists hints for sucessful operation of multi-service programs for dislocated workers. [35, 16, 18, 28, 29, 45]

National Alliance of Business. "Metropolitan Re-employment project." Bulletin, June 1983.

Describes the structure and major goals of a multi-service collaborative program for dislocated workers in St. Louis, Missouri. Emphasizes the importance of each intervention to give the workers a sense that someone cares, even before termination. Profiles the participants as having 20 years with the same company, pointing out their special retraining and job search needs. Urges private sector involvement. [25, 45, 35, 19, 20]

National Alliance of Business. "Montana Labor Organization Promotes Jobs in Small Business." Showcase, 1983.

Summarizes re-employment program entitled "Project Challenge" initiated by Montana AFL-CIO for dislocated workers. Services include intensive job/career search skills training and a 90-day followup with a field coordinator who arranges for required services unique to each participant. Promotes small business placements and self-employment options. [35, 27, 32, 25, 48]

National Alliance of Business. NAB Clearinghouse Quarterly, V1 N1 Spring 1984.

Lessons drawn from the best experiences are published to develop assistance programs for Dislocated Workers. The publications exemplify the following principles: comprehensive services, assistance centers, pooled resources/coordinated approaches, and early intervention. Case studies of model programs initiated by states, local governments, companies, unions, and community organizations are provided. [35, 59] ED 246200

National Alliance of Business. "Unemployment Checks Discourage Job Hunting in Midland, Pennsylvania." Showcase, Oct. 1981, III:1.

Reports the low participation rates in job-club programs for dislocated workers. Although successes are noted, concludes that most workers need to become involved sooner and that hope of being called back to work is a major barrier to participation. [34, 16, 19]

National Alliance of Business. "Unemployment Compensation Keeps Workers On The Job in California." Showcase, Dec. 1981, III:1.

Outlines a worksharing program that prevents layoffs by reducing hours and subsidizing the loss with unemployment insurance for workers. Advantages and disadvantages are presented and concludes that more data is necessary to judge cost-effectiveness of the program. [35, 37, 30, 49]

National Commission For Employment Policy. Vouchered Training: Past Experiences and Their Implications for Future Manpower Programs. Bureau of Social Science Research, Inc., Washington, D.C., April 1, 1982.

Analyzes effectiveness of government voucher to pay for education and training of disadvantaged clients participating in the WIN and CETA programs. Concludes that vouchers may be most suitable for the "non-disadvantaged" segment of the dislocated worker population, especially better educated, younger, more skilled females. In general, reports more disadvantages than advantages to using the voucher system. [35, 31, 18]

National Unemployed News. Special Issue, National Unemployed Network, McKeesport, Pennsylvania, July 1983.

Offers sampling of ideas exchanged at national conference in June 1983 of activists from unemployed councils. Presents program for action to insure a decent living standard for all, claims that government estimates of unemployment are a cover-up, and encourages grassroot political organizing among the unemployed. Offers several examples of how workers are coping with unemployment. Demands that more tax dollars go for unemployment benefits and job creation. [03, 31, 40, 04, 37]

Nelson, Jill. "Three Families Tell Their Stories About Coping With Unemployment." Black Enterprise, February 1981, 77-80.

Describes unemployment experiences of three Black families, illustrating the growing financial hardships and negative effects on social life. Points out the workers' tendency to hope for the best in spite of growing anxieties. Shows that sometimes more time with the children can increase family closeness. Reports contact with adults in the same situation. [08, 58, 40, 10]

Nelson, Valerie, et al. Adult Career Education As An Intervention Strategy In Mid-Career Crisis. Cambridge, Mass.: University Consultants, Inc., July 1975, 4-39.

Reviews the literature on mid-career crisis and various intervention strategies, develops role for adult career education, and analyzes labor market causes. Gaps in the literature and program inadequacies are identified. Guidelines for a successful mid-career re-employment program are offered. Concludes that European models hold some promise for dealing with the psychological consequences of mid-career crises. [36, 50, 06, 07, 15, 19, 21, 26, 32, 18, 38, 37]

Not Working: Unskilled Youth and Displaced Adults. Ford Foundation: New York: 1983. Examines the demographic, technological and educational causes of youth and adult unemployment and some program responses of the Ford Foundation. [30, 31, 32, 34, 39, 44, 49, 50]

Nowak, Thomas C. and Kay Snyder. "Women's Struggle To Survive a Plant Shutdown." Journal of Intergroup Relations, Winter 1983, 25-44.

Drawing from interview data on 150 dislocated workers (mostly women) in Indiana County, Pennsylvania, finds that women are unemployed longer and tend to be re-employed at lower wage part-time jobs. Particularly at risk are women who live alone or with children or parents because they lack social support systems. Rejects the notion that unemployment is a greater problem for men than for women, and argues that in reality single women are at a greater disadvantage. [40, 41, 07, 06, 43, 08]

Owens, Thomas R and Marilyn Clark. Job Loss and Its Effects on Dislocated Workers and Their Families. Paper presented at the Annual Meeting of the American Educational Research Association. April 1984.

Examines dislocated workers in the Pacific Northwest and finds these workers to be more skilled than the chronically unemployed, eager to work, heads of households, in their midforties, and lacking in job search skills. Besides information on worker characteristics is the impact of unemployment such as financial adjustments and barriers. It was found that dislocated workers had a positive attitude toward work before and after layoff. Discusses layoff process, help during layoff, job search activities, stress symptoms, and the most difficult period during unemployment. [02, 05, 07, 06] ED 245101

Parnes, Herbert and Randy King. "Middle-Aged Job Losers." Industrial Gerontology, Spring 1977, 77-95.

Drawing from longitudinal interview data on a national sample of 4000 dislocated male workers, finds that no occupational or educational group is immune to dislocation, and that a deterioration in occupational status occurs thereafter. Compared to a control group of employed workers, dislocated workers were found to exhibit more physical and mental health problems as well as a greater sense of alienation. [02, 11, 10, 15, 47, 05, 06, 50]

Parsell, Ruth and Gretchen Thompson. "Job Club." Journal Of College Placement, Summer 1979, 36:4, 63-65.

Outlines structure of sucessful job club and sets forth counseling guidelines. Provides list of critical components and analyzes why the job club model works. [16, 19, 15, 08]

Pearlin, Leonard I. "The Social Contexts of Stress." In Handbook of Stress: Theoretical and Clinical Aspects, edited by Goldberg and Breznitz. New York: Free Press, 1982, 367-379.

Reviews literature on the social origins of stress, including Merton's (1957) theory of "Anomie" resulting when social values are in conflict with existing structure. Argues that there is enough evidence that psychological stress increases linearly with a decrease in income level. Structural sources of job stress are identified as well as daily stressful events. Argues the need for a greater understanding of the process that leads to stress. [08, 05, 04, 07]

Pearlin, Leonard, et al. "The Stress Process." Journal of Health and Social Behavior, Dec. 1981, 22:4, 337-356.

Uses longitudinal interview data to study how life events, chronic life strains, self-concepts, coping and social supports contribute to the process of stress. The adverse effects of job-loss on role behavior and finances are reported along with diminished self-concepts and depression. Finds that coping and support dampen the antecedents to depression but do not directly buffer it. A model of the stress of job-loss is presented and the interview questions used are included. [06, 08]

Pines, Steven. Critical Issues in Program Design for Displaced Workers. Unpublished Draft, National Association of Counties, Washington, D.C., February 1983.

Delineates key elements of re-employment programs for dislocated workers, emphasizing assessment, early intervention, measurable objectives, employer commitment and flexible service options. Includes list of employment barriers faced by older dislocated workers and a matrix of programming and planning variables for seven program sites. [50, 11, 35, 25]

Pipho, Chris. "Education Forms Links With Business To Aid In Economic Revitalization." Phi Delta Kappan, Dec. 1982, 229-30.

Describes business/education collaboration in Ohio, Oregon and California. Points to the inadequacies of the current education system and the need for skills in problemsolving, critical thinking, and adapting to change. Outlines the objectives of a national "Task Force on Education For Economic Growth". Warns that business will by-pass the education system if reforms are not forthcoming. [32, 45, 25, 38, 42]

Planning Guidebook For Communities Facing A Plant Closure or Mass Layoff. Office of Planning and Policy Development, State of California, Sacramento, California, June 1982.

Provides extensive information on planning for and implementing an effective response to plant closures. Based on models developed in California, the guidebook offers the following key elements of a successful program for dislocated workers: 1) active private sector participation, 2) pre-closure intervention, 3) local elected official leadership, and 4) retraining options for poor labor markets. Argues that key words are "flexibility" and "variability." [35, 44, 04, 03, 05, 06, 07, 17, 18, 14, 45, 15]

Plant, Robert. Industries in Trouble. International Labor Office, Geneva, Switzerland, 1981.

Accounts for structural changes in the global economy and their effect on employment. Examines six problem industries and discusses the international division of labor. Examines adjustment policies in five countries (including the U.S.) and the union perspective. Calls for international cooperation concerning the distribution of industrial capacity and perhaps the division of 'leisure' so that all people can meet basic needs and become consumers themselves. [03, 04, 27, 38]

Ragland-Sullivan, and Peter Barglow. "Job-Loss: Psychological Response Of University Faculty." Journal Of Higher Education, 1981, 52:1, 45-66.

Reports the effects of termination on liberal arts Ph.D. college teachers with several years of experience. The termination process is divided into four phases: preparatory period, after notice, the terminal year and one year after termination. Inadequacies of dismissal procedures are delineated and guidelines for more humane treatment presented. [14, 53, 05, 06]

Rayman, Paula. "The World of Not-Working: An Evaluation of Urban Social Service Response to Unemployment." Journal of Health and Human Resources Administration, Winter 1982, 4:3, 319-333.

Drawing from interview and questionnaire data collected from workers, employers and community leaders in Hartford, Connecticut, reports the individual and social effects of layoffs from local aircraft manufacturing plants. Physical and mental health problems as well as general sense of loss are noted. Reports that mental health professionals demonstrated little awareness of psychological effects of unemployment. Makes a plea for coordinated efforts to serve the unemployed. [28, 20, 35, 06, 05, 07]

Redburn, F. Stevens and Terry F. Buss. Public Policies for Distressed Communities. Lexington, Mass.: Lexington Books, 1982.

Contains collection of policy papers and studies concerning economic restructuring and its effects on industries, communities and workers. Points to the ambivalence and limitation of present U.S. policy toward distressed areas and examines the pros and cons of targeted area development policy. Evaluates existing federal assistance programs and innovations in public policy. Concludes that the current challenge is to turn a crisis into an opportunity for growth. [38, 44, 05, 06, 37, 45, 39]

Reich, Robert. "The Next American Frontier." The Atlantic Monthly, April 1983, 97-108.

Analyzes the causes of the recent recession and blames the very structure of American industry. Argues that the U.S. is not moving quickly enough away from standardized to flexible systems of production. Problem-solving, adaptability to change and a team approach are traits of this new system. Concludes that real production is being replaced by paper entrepreneurialism which emphasizes finance and tax law rather than technical problem solving. Argues that the best minds are becoming further and further removed from facing the real challenges of the world market. [03, 04, 38]

"Report on Dislocated Worker Projects Sees 'OJT', Assessment As Key Services." Employment and Training Reporter, April 11, 1984, 808-810.

Based on data from the six national dislocated worker ETA demonstration projects, reports that prompt intervention, on-the-job training and assessment are keys to successful job placement. The six programs are briefly assessed and an average re-employment wage of $7.11/hr. is reported. All sites underspent by 28 percent. Reports little evidence of coordination among agencies as well as "mixed" feelings about involvement with the various state employment services. [35, 34, 07, 54, 53]

"Republican Job Retraining Plan Taps Employee IRA's." Employment and Training Reporter, March 21, 1984, 744-745.

Describes the "National Training Incentive Act of 1984" recently introduced by 20 House Republicans which allows employees to withdraw up to $4000 from their IRA for training. Employees receive tax credit for training expenses and the DOL must certify the training. UI benefits would be paid during training and a computerized job bank is proposed. Democratic support for the bill is expected. [18, 35, 51]

Riegle, Donald, Jr. "The Psychological and Social Effects Of Unemployment." American Psychologist, Oct. 1982, 37:10, 1113-1115.

Speaks to the human side of the recent recession. Urges immediate attention to the unemployed as set forth by the 1979 National Advisory Council on Economic Opportunity. Criticizes Reagan Administration's lack of commitment to the unemployed and commends community efforts to help the unemployed. [05, 06, 07, 17, 04, 03, 31, 38, 36]

Roberts, Linda. "Work Sharing: A Rotational Furlough Plan Saves Jobs at McCreary Tire." World of Work Report, Feb. 17, 1982, 7:2.

Describes a work-sharing model for preventing layoffs and analyzes the advantages for both workers and employers. Promotes open relationship between unions and management, and illustrates successful application of this model at the McCreary Tire and Rubber Company of Indiana, Pennsylvania. [37, 14, 06, 42, 27]

Rosen, Corey. "Employee Stock Ownership Plans: A New Way To Work." Business Horizons, September-October 1983, 48-54.

Argues for the introduction of employee stock ownership plans (ESOP's) into mainstream American business. Describes their origin, how they work and the advantages and disadvantages for employers and employees. Illustrates the success of the ESOP with case studies showing increased job satisfaction and productivity. Cites examples of abuse of ESOPs by employers, and outlines a strategy for broader implementation. Concludes that people want this kind of control over their lives. [37, 39]

Rosenbaum, Allen and Barbara Odell. Dislocated Workers: Profiles of People in Transition. Maryland Institute For Policy Analysis and Research, University of Maryland, Catonsville, Maryland, 1983.

Reports the preliminary findings of questionnaire and interview data collected from 44 dislocated workers participating in an AFL-CIO job club in Maryland. Contains extensive appendices of data collection instruments, and describes the typical dislocated worker as well educated, ambitious, in good health and willing to consider a variety of jobs or training options. Emotional problems are reported as widespread, especially among the older workers. A report on differences between working and non-working participants is forthcoming. [47, 02, 11, 16, 27]

Ross, James F. A Comprehensive Approach To Assisting Dislocated Workers. Unpublished manuscript, J. Ross Associates Ltd.

Describes the five-phase Career Continuation Center model of Bethlehem Steel Corporation located in Bethlehem and Johnstown, Pennsylvania. Argues for the necessity of partnerships among industry, educational institutions, government and business. Emphasizes importance of hiring trained professionals experienced with change. Shows importance of job search skill training and interest assessment, not merely market conditions. Concludes that 70 percent of clients can be re-employed without retraining. [35, 45]

Rueth, Thomas and Abraham Heller. "Unemployment - A Factor in Mental Health Crises." American Journal of Social Psychiatry, Oct. 1981, 1:3, 49-51.

Draws from data on unemployed clients seeking help at a Crisis Unit in Dayton, Ohio. Supports adapting crisis intervention techniques to deal with the various phases of unemployment, including supportive counseling and problem-solving. [06, 20]

Rumberger, Russell W. High Technology & Job Loss, Stanford University, California Institute for Research on Educational Finance and Governance. May 1984.

Examines how technology creates jobs yet also eliminates them. The past has shown that displacement has resulted from a reduced demand for specific services, from the introduction of machines, or from domestic goods being replaced by foreign goods. New technologies seem to threaten both skilled and unskilled jobs, thus causing more job displacement. It concludes that technology will create less than 6 percent of all new jobs between 1982 and 1995. The question remains then as to whether the economy will grow sufficiently to provide enough new jobs. [38] ED 246534.

Schlossberg, Nancy K. and Zandy Leibowitz. "Organizational Support Systems As Buffers To Job Loss." 1980, Vol. 17, 204-217.

Drawing from survey and interview data on men terminated by NASA's Goddard Flight Center, applies a transition model to portray job loss effects. Stages of adaptation are described and positive effects of a formal support system are reported. [05, 06, 08, 25, 35, 53, 19, 16, 15, 14]

Schweke, William, (editor). Plant Closings: Issues, Politics, and Legislation.Washington, D.C.: Conference On Alternative State and Local Policies, 1980.

Analyzes the causes of worker dislocation, describes the status of state and national legislation, presents a history of the Ohio Public Interest Campaign to protest capital mobility in Ohio, summarizies major federal legislation and provides resource list on plant closings, Employee Ownership, and contact people involved in plant closing legislation. A bibliography is included. [03, 04, 49, 30, 31, 38]

Selye, Hans. "The Stress of Life." In Stress and Coping by Alan Monat and Richard Lazarus. New York: Columbia University Press, 1977.

Presents Selye's classic "general adaptation syndrome" resulting from chronic stress. Serves as a basic model for understanding physiological responses to chronic noxious stimuli or events. [05]

Shapiro, David and Steven Sandell. Age Discrimination And Labor Market Problems of Displaced Older Male Workers. National Commission for Employment Policy, Washington, D.C., June 1983.

Examines the age/wage relationship among older male workers displaced and subsequently re-employed between 1966 and 1978. Characteristics of these workers are described and wage losses analyzed, indicating a higher loss when occupational change occurs under higher rates of national unemployment. Concludes that income loss for older displaced workers is in part due to the firm-specific nature of their training. Age discrimation in wages is not supported, except for workers over age 65. Recommends expansion of training opportunities for workers over age 45 and more consideration of losses endured by laid-off older workers. [11, 02, 50, 18]

Sheingold, Steven. Dislocated Workers: Issues and Federal Options. Congressional Budget Office, U.S. Government Printing Office, Washington, D.C., July 1982.

Presents the key issues regarding the causes, needs and programs for re-adjustment of dislocated workers. Concludes that current assistance programs are ill-suited to the needs of dislocated workers and outlines specific strategies for job-search assistance, retraining and relocation assistance. Favors income replacement contingent upon worker's participation in an approved adjustment program, e.g., retraining. [44, 01, 02, 03, 18, 07, 25, 16, 50, 51]

Shostals, Arthur. "The Human Cost of Plant Closings." AFL-CIO American Federationist, August 1980, 22-25.

Discusses the psycho/social and financial hardships caused by plant closings and calls for more research. Urges labor unions to request colleges and universities to pay more attention to the subject, especially case studies of the unemployed. Calls for labor-academic collaboration as well as greater federal aid to dislocated workers. [02, 05, 06, 07, 43, 44]

Shutdown: A Guide For Communities Facing Plant Closings. Washington, D.C.: Northeast-Midwest Institute, January 1982.

Presents a practical/operational guide for community decisionmakers faced with a major closing. Focuses on swift and effective strategies, warning signs of plant closings are delineated and pre-closing action is urged. Lists alternative uses for plant facilities and includes bibliography of self-help publications. [37, 18, 39, 26, 28, 29, 48, 45, 25, 04, 03]

Shy, Arthur D. The Displaced Worker Problem: Implications For Training and Educational Institutions. Paper presented at the Third Annual Policy Forum on Employability Development, Washington, D.C., September 1983.

Assesses the extent and causes of worker displacement in the U.S. from a union perspective and points to the danger of underestimating the problem. Argues that the problems of unemployment are caused by the lack of any industrial policy and by giving tax breaks to the wealthy. Supports the premise that a solid diversified basic industry, especially the auto industry, is necessary to economic survival and supports public works jobs and an industrial development bank. Offers training and development programs at GM and Ford Motor Company as models, and concludes with a plea for a full employment policy. [03, 04, 34, 38, 24, 18, 38, 37]

Slote, Alfred. Termination: The Closing at Baker Plant. New York: The Bobbs-Merrill Company, 1969.

Presents personal experiences of dislocated workers from the Baker paint plant closure in Detroit, Michigan during the 1960's. Also reports interviews with management. Critical of society's indifference to the social and economic effects of job termination. Urges that closings be treated as social emergencies and that resources should be mobilized before the lay-off. [02, 05, 06, 07, 08, 09, 10, 14]

Smith, D. Alton, et al. The Economic Impact of the Downriver Community Conference Economic Readjustment Activity Program: Choosing Between Retraining and Job Search Placement Strategies. Paper presented at conference entitled "The Displaced Worker Problem: Implications for Education and Training Institutions," Washington, D.C., September 1983.

Provides preliminary analysis of effects of dislocated worker program on re-employment of 2000 laid-off workers in the Downriver Community of Ohio in 1980. Applies job search theory to predict re-employment rate as a function of age, marital status, children at home, and UI benefits. Shows positive effect of Downriver program and emphasizes importance of total community environment and program management styles. Supports idea that job search skills training and retraining increase re-employment rates. [35, 02, 10, 07, 16, 47, 58, 08, 11]

Smith, Kathy. "After The Mill Closes." Old Oregon Magazine, 1982.

Reports findings on the effects of mill closings in small Oregon towns. Personal/social and community effects are documented. Urges collaboration among business, labor and financial institutions in order to plan for and prevent mill closures. Sees mill closures as tragic events indicative of a national trend. [03, 04, 05, 06, 52, 08, 14, 45, 26, 28, 29, 24, 39]

Spaid, Robin L. and Michael H. Parsons. Strategies and Tactics for Conducting An Effective Dislocated Worker Training Program. Paper presented at the Annual Convention of the American Association of Community and Junior Colleges, Washington, D.C., April 1984.

Discusses how the program almost failed because it tried to meet the needs of dislocated workers through traditional college practices. These displaced workers experienced a number of problems following their enrollment including feelings of helplessness and hopelessness, difficulty in adapting to student life and constant financial problems. Realizing that nontraditional methods were needed, a seven-week "mini-mester" was developed and a grant proposal sought funding for a Dislocated Workers Center to 1) provide counseling, 2) job survival skills and a general support system, and 3) develop a referral system among area service providers. Much was learned in this program, especially the importance of recruitment, support systems, program structure, and staff development. [16, 59] ED 245742

Stafford, Elizabeth, Paul Jackson and Michael Banks. "Employment, Work Involvement and Mental Health in Less Qualified Young People." Journal of Occupational Psychology, 1980, Vol. 53, 291-304.

Drawing from interviews of 647 young people, examines the predictors of unemployment and psychological well-being. Found that unemployment was more likely among youths whose fathers were also unemployed, who had few qualifications and low work motivation. Unemployed females tended to have poorer mental health as measured by the General Health Questionnaire. Demonstrates work involvement as a factor in mental health after job-loss. Includes "work involvement" scale. [04, 06, 10, 05, 08, 40]

Stanley, Amy Dru. "High-tech Will Hurt Women." New York Times, September 19, 1983, A19.

Argues that "high-tech" industries put women in the low-paying operative jobs and men into management, and that "high-tech" will generate only five percent of the new jobs. Describes "women's work" of the future as more tedious, specialized, stressful, easily monitored and farther removed from management opportunities. [40, 46, 04]

Stathopoulos, Peter A. "Employment, Community, Stability and Mental Health." Dissertation Abstracts International, November 1980, 4:5, 2297-98.

Presents analysis of data collected in 1978 in Massachusetts from 1200 adult respondents who were given the "Gunn Mental Status Index." Concludes that mental health is only modestly affected by job-loss, and that female single parents are more "at risk." Plays down importance of full employment policy. [06, 08, 20, 12]

Steinberg, Laurence D., Ralph Catalano and David Dooley. "Economic Antecedents of Child Abuse." Child Development, Sept. 1981, Vol. 52, 975-85.

Explores the association of reported child abuse with community economic change using aggregate longitudinal methodology. Confirms the hypothesis that job-loss is positively related to subsequent child abuse. Uses cross-correlational techniques to support the hypothesis that increased stress leads to an increase in reported abuse. Discusses statistical techniques in detail. [06, 52]

Stevens, Joe B. The Oregon Wood Products Labor Force: Job Rationing and Worker Adaptations In a Declining Industry. Department of Agriculture and Resource Economics, Oregon State University, Corvallis, Oregon, December 1978.

Presents an in-depth analysis of the human-capital side of the wood products decline in Oregon. Portrays the dual nature of the wood products labor force: 1) the "core" labor force (older workers); 2) the "peripheral" labor force (younger). Concludes that the latter group, although exhibiting greater labor market adaptibility are at a disadvantage for re-employment. Classifies three policy options for dealing with the decline: 1) deny that a real problem exists; 2) expand the public timber harvest; 3) social sensitivity and preparation for the decline. Cautions that to blame the workers would be inappropriate and contradictory to human-capital research and theory. [02, 04, 10, 42]

Stone, Judson and others. Pre-Layoff Intervention: A Response to Unemployment. Michigan State Department of Mental Health, Lansing; Michigan University, Ann Arbor, June 1984.

Presents a manual designed to assist in the development and delivery of programs that allay or prevent devastating human impact of plant closings and large scale layoffs. Emphasis is given to community resources, practical means for copying with emotional and economic stress and development of job-finding skills. Addresses the best time for intervention when people are most receptive, and explores the elements involved in assessing the total environment before setting up a program. Descriptions of specific program components give objectives and how to avoid possible pitfalls, and strategies for adaptation. [16, 20, 28, 60] ED 247376.

Sullivan, Scott, "The Decline of Europe." Newsweek, April 9, 1984, 44-55.

Citing that 19 million are unemployed in Western Europe, paints a gloomy picture of the European economy. Argues that most Europeans aren't aware of what is happening. Blames extravagant worker benefits and privileges for helping to stifle entrepreneurial initiative. Points to a lack of unity and vision, weakened military strength, a shrinking population and a falling behind in the high-tech field. [04, 03]

Swinburne, Penny. "The Psychological Impact of Unemployment on Managers and Professional Staff." Journal Of Occupational Psychology, 1981, Vol. 54, 47-64.

Drawing from interviews with 20 unemployed professionals, investigates the individual impact of unemployment on feelings, time structuring and the job search. A slowing of the unemployment phases (shock, optimism, pessimism, fatalism and adjustment) is reported. A summary of the case studies is provided and suggestions for future research are offered. [05, 06, 53, 43]

Taber, Thomas D. et al. "Developing a Community-Based Program For Reducing the Social Impact Of A Plant Closing." The Journal Of Applied Behavioral Science, 1979, 15:2, 133-55.

Describes the critical phases in the development of an interorganizational human services system for workers dislocated from a plant in Great River, Michigan in 1975. The cooperation of management, the unions, the local university and local community agencies is documented and an organizational theory is presented to explain and evaluate the success of this action research experiment. Offers criteria for assessing a community's "competency" to deal with the effects of a mass layoff. [45, 54, 34, 26, 35]

Tabor, Martha. "The Stress of Job Loss." Occupational Health And Safety, June 1982, 20-26

Differentiates between high and low risk dislocated workers, cites stress and psycho/social effects of job loss, and outlines the unemployment cycle. Early signs of a layoff are delineated and advantages of advance notice are listed. White collar layoffs and social support systems are discussed. Urges collaborative efforts to aid the unemployed and make them feel "less alone." [02, 03, 05, 06, 08, 11, 14, 54, 45, 20, 53]

The National Alliance of Business. Explanation And Analysis Of The JPTA Title III dislocated Worker Program, March 29, 1983.

Organizes under one cover the major provisions of the Job Training Partnership Act (JTPA) Title III law, regulations and administrative actions for dislocated workers. Eligibility requirements, the roles of the Private Industry Council and Unemployment Insurance Systems and grant application procedures are discussed. Information on the actual state allotments are included and typical questions are answered about program implementation. [31, 18, 04, 53, 26, 54]

"The Rocky Mountain Work Project." National Center For Educational Brokering Bulletin, Jan./Feb. 1984, Vol. 9, No. 1.

Describes an exemplary JTPA Title III cooperative program for dislocated workers operated by the Montana AFL-CIO. Based on a self-directed intensive job search model, Project Challenge serves 8 states, 74% permanent placement is claimed at an average wage of $7.90/hr. Success factors are clearly outlined and include realistic job information, participant responsibility, and local business involvement. [54, 35]

Thomas, L.E., et al. "Unemployment And Family Stress: A Reassessment." Family Relations, Oct. 1980, Vol. 29, 517-524.

Reviews research and reports findings of two studies; concludes that unemployment does not necessarily lead to family crisis. Proposes that unemployment benefits, erosion of psychological importance of work, and changing sex roles buffer the stress effects on the family unit. [05, 06, 08, 10, 42, 53]

Trafford, Abigail. "New Health Hazard: Being Out Of Work." U.S. News And World Report, June 14, 1982, pp. 81-82.

Briefly updates latest research on the effects of unemployment on mental and physical health. Pinpoints health care costs and identifies the at risk population as people who are alternately employed and unemployed. Reports that a critical period occurs six months after job-loss. [05, 06, 50]

Uhalde, Raymond. Job Displacement And Employment Security: A Workplace Perspective. Paper presented at Third Annual Policy Forum on Employability Development, Washington, D.C., September 1983.

Supports labor/management/government cooperation to ensure full employment goal via noninflationary expansion of job opportunities, effective education and retraining to the disadvantaged and the elimination of discrimination in the workplace. Promotes policy of employer tax incentives for retraining, and sustained macro-economic growth. [37, 34, 01, 03, 04, 11]

Waardenburg, Franklin Van. Unemployment In The Portland Area. Portland, Oregon: Metro Private Industry Council, Dec. 1, 1981.

Documents the unemployment problem in Portland, Oregon and shows how different groups are affected, targeting youth, older workers, women, the handicapped, minorities, refugees, ex-offenders, and veterans. Barriers to employment for the disadvantaged are listed. Concludes that unemployment in Portland is serious, affecting some groups more than others, and that program budget cuts exacerbate the problem. [03, 34, 11, 40, 41, 07]

Wallace, Holly. "Plant Closings: Protecting Workers, Coping With Changes." Nation's Cities Weekly, June 9, 1980, 3:1, 6.

Provides a brief analysis of why plants close and describes the typical community responses to layoffs as "remedial". Urges prevention of closings and preparation of workers when a closing cannot be stopped. Emphasizes the need for federal legislation that discourages disinvestments and helps people prepare for and survive periodic economic downturns. [49, 37, 39, 31, 04, 03]

Warr, Peter. "A Study of Psychological Well-Being." British Journal of Psychology, 1978, Vol. 69, pp. 111-121.

Introduces concept of 'psychological well-being' and scales to measure it. Interrelations between these scales and employment status, work motivation, job characteristics, and age are examined. Views 'normal' psychology as the study of everyday life. [47, 11, 10]

Warr, Peter. "Psychological Aspects of Employment and Unemployment." Psychological Medicine, 1982, Vol. 12, 7-11.

Examines the role of paid employment for society and the individual. Links processes of paid unemployment to the psychology of unemployment. Identifies six benefits of having a job as well as some psychological costs. Points to the lack of research on the effects of long-term unemployment and the role "work involvement" plays in coping with job loss. Suggests that society could provide most of the lost benefits of working by developing new sources of satisfaction during periods of unemployment. Predicts changes in work patterns, e.g., work-sharing or shorter work weeks. [05, 06, 37, 42, 09, 43, 44]

Warr, Peter and Jerry Lovatt. "Retraining and Other Factors Associated With Job Finding After Redundancy." Journal Of Occupational Psychology, 1977, Vol. 50, 67-84.

Drawing from interviews with 1655 laid off steelworkers in England during a closing in 1977, evaluates a retraining and job search program. Finds that re-employment is associated with retraining, age and "work orientation." Reports that older and less skilled workers delayed their job search. High "work orientation" and pre-layoff training were associated with re-employment success. Concludes that extensive retraining is not a realistic option for most workers and suggests a "multi-tier" arrangement designed to meet the unique needs of the individual. [18, 34, 11, 10, 36, 25]

Warr, Peter, et al. "Scales For The Measurement Of Some Work Attitudes And Aspects Of Psychological Well-Being." Journal Of Occupational Psychology, 1979, Vol. 52, 129-148.

Introduces eight scales for measuring quality of work life: work involvement, intrinsic job motivation, higher order need strength, perceived intrinsic job characteristics, job satisfaction, life satisfaction, happiness and anxiety. Finds good internal reliability and factor discrimination. Scales are included. [10, 47]

Weeks, Ed. "Plant Modernization and Community Economic Stability," paper presented at a conference held at the University of Oregon, July 10, 1982, sponsored by Bureau of Governmental Research and Service.

Traces the connections between current economic forces, plant modernization and wood products mill closures in Oregon. Examines the economic and social consequences of mill closures in small communities and reviews policies that have been proposed to solve the problems of plant closures. Concludes that a balance is needed to meet the needs of individuals, communities and the economic system. Argues that the human side of the equation must not be ignored. [03, 04, 05, 06, 26, 37, 49, 38]

Whittall, Pete. Displaced Wood Products Worker Project. A survey for The Oregon Consortium, Albany, Oregon, August 11, 1983.

Surveys training and placement needs of the wood products industry in Oregon. Reports interview data from the 27 counties in Oregon covered by the Private Industry Council, including 100 mill operators and 100 dislocated workers. Finds a great resistance to relocating and desire to stay in the industry. Claims there is a need for more timbergraders, sawfilers, sawyers, computer operators, hydraulics experts, and a better worker understanding of the products themselves. Reports operator complaints about the mental and physical health of the workers. Encourages coordination between the PIC, ES, operators and workers in order to match skills with labor needs and increase overall productivity. [18, 03, 04, 16, 34, 50, 45, 51]

"Why Allow Termination to be Worse Than It Is." Research Institute For The Executive, New York: Research Institute of America, May 3, 1983.

Discusses management psychologist Harry Levinson's theory of termination that calls for a more supportive fair procedure for the good of the company and the employees. Presents guidelines for terminating an employee, including supportive meetings for the managers doing the firing. [14, 25]

Women's Bureau. Facts On Women Workers, U.S. Department of Labor, Office of the Secretary, Government Printing Office, Washington, D.C., 1982.

Compiles latest statistics on women workers in the U.S., showing greater labor market participation, but in low-paying traditional jobs. Indicates that majority of poverty-level adults are women maintaining families. [40]

Young, John A. and Joe B. Stevens. Job Rationing, Human Capital and Normative Behavior: An Example From Oregon's Wood Products Industry, unpublished manuscript from Western Rural Development Center, Oregon State University, Corvalis, Oregon, September 1976.

Examines the hiring process during the 70's in the Oregon wood products industry to determine which workers will have the most difficulty finding jobs in the predicted decline. Findings contradict human capital theory in that workers with greater employment stability were more likely hired. Concludes that workers following labor market patterns, i.e. changing jobs for better opportunities, are seen as "less deserving" of economic rewards during a decline. [10, 03, 25]

Zachary, G. Pascal. "Oregon's Alternative Economies." Willamette Week, June 21-27, 1983, pp. 9-10.

Presents 4 scenarios on Oregon's economic future: 1) major trade and communications link with the Pacific Rim; 2) innovative center for biotechnology and flexible entrepreneurship; 3) a steady-state self-reliant economy of cottage industries based on ecotopian model; and 4) continued stagnation into a 'New Appalachia' with permanent rural decline. Urges a coming to grips with the present realities and possibilities. [37, 42, 48]

Zahniser, Gale L. and William L. Ashley. Helping the Dislocated Worker: Planning Community Services. The Ohio State University, Columbus. National Center for Research in Vocational Education, 1984.

This is one in a series of three publications. Provides a generic approach to program development. Discusses the causes and impact of dislocation, common planning themes, partnerships, planning difficulties and programmatic constraints. Outlines the four-phase process for planning an assistance program. A list of related agencies and organizations involved in dislocated worker programs and activities and a bibliography are appended. [04, 59] ED 241740